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Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

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# Municipal Winter Works Incentive Program

*Program for 1963-64 winter was most successful since scheme's introduction: more jobs created in six-month program than in previous years, when incentive program was of longer duration*

The past winter's Municipal Winter Works Incentive Program was the most successful since the program was introduced six years ago. More jobs were provided under the program than in previous years when it was of longer duration.

The program was shortened to cover a six-month period, from November 1, 1963 to April 30, 1964, to ensure that its maximum effectiveness in providing employment would be concentrated during the winter months.

The 1963-64 program provided on-site jobs for 163,583 men, 12.7 per cent more than the previous year, when the number was 145,025. These jobs created a total of 6,790,603 man-days of work. The 1962-63 program created 6,164,298 man-days of work.

In addition to the jobs provided on-site, it is estimated that at least an equal number of jobs were created off site in the industries that manufacture, sell and transport the materials used on these projects.

Under this year's program, 7,306 projects were approved by provincial Governments and accepted by the federal Government.

The estimated expenditure on these projects during the period of the program was $277,579,000, of which $97,608,000 was direct payroll costs. The estimated federal contribution to the direct payroll costs was $51,741,000.

In addition, many of the provinces contributed toward payroll costs of the projects in their municipalities.

Under the 1962-63 Municipal Winter Works Incentive Program, 8,075 projects were accepted by the federal Government after being approved by the provincial governments. The estimated cost of these projects was $291,817,000, of which the direct payroll cost was $91,392,000. The percentage of payroll cost to total cost during the period of the program was thus 31.3.

The federal Government's share of direct payroll costs in 1962-63 was approximately $45,294,000.

Several innovations were introduced in this year's program to encourage municipalities to carry out more work under the program:

—The maximum federal incentive payment on new municipal buildings was increased from $50,000 to $100,000.

—In the case of municipalities located in Designated Development Areas (L.G., Oct. 1963, p. 864) and areas of high winter unemployment (L.G., Nov. 1963, p. 958), the federal share of direct payroll costs was increased to 60 per cent.

A breakdown of the figures for the Municipal Winter Works Incentive Program by provinces is:

| | Accepted Projects | Men Employed | Man-days of Work Provided | Federal Share of Direct Payroll Costs |
|---|---|---|---|---|
| | No. | No. | No. | $ |
| British Columbia | 644 | 7,822 | 499,486 | 4,842,000 |
| Alberta | 753 | 11,124 | 453,843 | 3,435,000 |
| Saskatchewan | 1,074 | 14,788 | 410,547 | 2,626,000 |
| Manitoba | 302 | 5,019 | 330,170 | 2,627,000 |
| Ontario | 1,335 | 20,080 | 1,060,017 | 9,808,000 |
| Quebec | 2,690 | 97,438 | 3,824,773 | 26,983,000 |
| New Brunswick | 171 | 1,886 | 72,220 | 488,000 |
| Nova Scotia | 51 | 564 | 27,001 | 201,000 |
| Prince Edward Island | 81 | 1,440 | 36,178 | 280,000 |
| Newfoundland | 106 | 1,817 | 48,135 | 293,000 |
| Yukon | 1 | 10 | 126 | 2,000 |
| Northwest Territories | 25 | 298 | 5,302 | 40,000 |
| Indian Bands | 73 | 1,297 | 22,805 | 116,000 |
| **CANADA** | **7,306** | **163,583** | **6,790,603** | **51,741,000** |

*From the Labour Gazette, June 1914*

# 50 Years Ago This Month

*Unemployment, especially of unskilled labourers and building tradesmen, remains heavy in most parts of Canada, although coming of warm weather brings some improvement, in May 1914*

Unemployment in Montreal, which had been serious during the winter of 1913-14, had diminished considerably by May 1914, the LABOUR GAZETTE's correspondent in that city reported in the June 1914 issue.

"Reports from the Charity Organization Society, the Meurling Night Refuge, the Salvation Army Hotel Metropole, and other free or cheap refuges in Montreal, indicate that the destitution and unemployment so pronounced during the winter has been relieved to a great extent since the warm weather," he said. The Meurling refuge, which had been filled to capacity every night and had been obliged, up to the middle of May, to turn people away, at the end of the month had between 100 and 150 vacant beds.

In a number of the larger centres across Canada, however, unemployment was still heavy. In Ottawa, it was reported that at the end of May at least 1,000 unskilled labourers were idle.

"Slackness in railroad construction work throughout the district, and an impression that lumbering positions could be secured in the city, have, it is said, resulted in a large number of unskilled labourers invading Ottawa," the Ottawa correspondent said.

The Toronto correspondent referred to delay in starting important civic works that were expected to furnish employment for several thousand men during the summer. "Some 5,000 men are now employed by the city works department and contractors on the construction of sidewalks, street pavements and sewers, and routine work of similar character," he said.

The report from Brantford was: "Labour was only partially employed during the month. In every line the supply exceeded the demand, and in all trades some men were out of work, while others were working short time."

The Berlin, Ont., correspondent said: "Outside labourers on sewer work and water works, as well as gas and corporation labourers, were well employed though there were still a lot of foreign labourers out of work, with very little demand for them."

In Hamilton, "labourers had a better month than in April, but there were still many out of employment."

Reports from some of the other eastern centres were more favourable, but in the Prairie Provinces unemployment was still heavy. The Winnipeg correspondent reported, "Distress amongst unskilled labour was particularly acute. An unemployment parade, composed mainly of foreigners, to the number of about 2,000, ended in a disturbance, which had to be quelled by the police."

The Regina correspondent said that "a large amount of unemployment continued to exist. The civic authorities were endeavouring to minimize the amount of unemployment prevailing in unskilled labour in civic works. It is probable that hand labour will take the place of machines on some work. Work for the most part will likely be done by day labour, thus making provision for the employment of more men. This however, . . . will not help out the large number of skilled mechanics in the building trades."

From Moose Jaw the report was: "There was very little improvement in the labour situation over April. A good number were able to secure odd days' work throughout the month, but not more than 50 per cent were steadily employed. There does not appear much chance for steady work or much demand for labour until the harvest season."

The Saskatoon correspondent said that there was "a large surplus of labour still on the market." From Prince Albert the report was: "The labour barometer during May was stationary, with supply in excess of demand, and no immediate prospect of any great improvement." The report from Calgary said: "No improvement was shown in the building trades over the previous month, the majority of the men in the different trades being unable to find employment."

The Edmonton correspondent said: "While the demand for labour was greater than in the previous month, there were probably more men idle during May, owing to the fact that large numbers of men came into the city from construction and tie camps, and from homesteads, looking for employment."

From Vancouver, the report was that the opening up of logging and other industries in the interior had "in a slight measure absorbed a part of the unskilled unemployed".

## Appoint Four Officials of Manpower Consultative Service

The appointment of the Director and three key members of the staff of the Department's new Manpower Consultative Service was announced last month.

The Director is G. G. Brooks, and the three staff members are Deryck Adamson, John Drew and A. M. Sargent.

The Manpower Consultative Service was conceived as a response to human problems of dislocation and unemployment caused by technological and other economic changes.

Hon. Allan J. MacEachen, Minister of Labour, said that the Government recognized that the primary responsibility for dealing with technological change rested with management and labour. But it recognized also that the Government had a vital part to play in helping management and labour to develop effective ways of dealing with the effects of these changes, by providing technical assistance and appropriate financial incentives.

The Minister said that he was authorized to enter into agreements with employers, or jointly with employers and unions, to provide incentives amounting to one-half the cost of research into the manpower effects of industrial changes in a plant or business, and one-half the cost of development of a program of adjustment. The incentive payment, however, will not cover the cost of putting the program into effect.

The Minister, through the Manpower Consultative Service, must receive reasonably early notice of industrial changes that will have an adverse effect on employment. Also, where there is a recognized union, there must be agreement that management and the union will participate jointly in the research and development phases of their manpower adjustment program.

Where it is not possible to avoid the displacement of workers, the Minister can enter into agreements to provide re-employment incentives to a province or employers, or both, of one-half the cost of moving workers and their dependents to other communities where employment is available.

Mr. MacEachen pointed out that, by an agreement under the Technical and Vocational Training Assistance Act, the federal Government may reimburse a province for 75 per cent of the cost an employer undertakes in retraining workers under a manpower adjustment program.

### George Gordon Brooks

G. G. Brooks was born in Toronto and educated in Toronto public and secondary schools. He received a B.A. (Honours) degree from the University of Toronto in 1932 and an M.A. in history in 1936.

He obtained a Specialist Certificate from the Ontario College of Education in 1934 and from 1933 to 1942 taught in secondary schools in the Toronto area. During the last six years of that period he was head of the English Department at Weston Collegiate and Vocational School.

In 1942 he took a special course in personnel administration from McMaster University, and that same year he took the first of a series of positions in personnel administration in industry. Mr. Brooks has worked in this broad area with companies in the steel, household appliance, meat packing and agricultural implement industries.

Most recently, he was vice-president and director of personnel of United Aircraft of Canada (formerly Canadian Pratt and Whitney Aircraft), Montreal.

During his years in industry, he was a sessional lecturer in personnel administration and administrative practices at the University of Western Ontario, from 1946 to 1948, and from 1954 to 1956, he lectured on personnel administration in the extension department of McGill University.

Mr. Brooks served on the National and the Quebec Regional Industrial Relations Committees of the Canadian Manufacturers' Association and has held many other public and semi-public appointments.

### Deryck Adamson

Deryck Adamson was born and educated in Toronto. He has a diploma in electrical engineering, and studied liberal arts at Sir George Williams University, Montreal.

He joined the Canadian Merchant Service as an apprentice seaman at the age of 15, and during his years at sea obtained his Master's papers for foreign-going steamships.

While still in his twenties, he retired from the Service as a Chief Mate to join the personnel department of Shawinigan Water and Power Ltd., where he became Supervisor of Personnel Research in Montreal and Shawinigan, Que.

During World War II he served as Lieutenant, R.C.N.R., on corvettes and destroyers.

Since then, Mr. Adamson has had extensive experience in manpower development in industry in the personnel and employee relations fields, and as an independent consultant.

**John David Drew**

John Drew was born in Oshawa, Ont., and attended schools in Ontario and Quebec. He was graduated from the University of British Columbia in 1956 with a degree in economics, and obtained a master's degree in economics from Stanford University in 1957.

From 1957 to 1962, Mr. Drew was Research Director of the British Columbia Federation of Labour.

Since 1962, he has carried on research work in economics and industrial relations for management and labour in British Columbia.

**A. M. Sargent**

A. M. Sargent was born in Westmount, Que., and received his early education there.

He interrupted a course at McGill University for three years of service with the Armed Forces in World War II. On his return he was graduated in Arts and Honours Economics. He has also done post-graduate work in economics at the University of Toronto.

Immediately after graduation he joined the federal Department of Reconstruction and Supply, where he was working in research relating to the changeover of industry from a wartime to a peacetime basis.

In 1950, Mr. Sargent joined the Economics and Research Branch of the Department of Labour, and since then has been engaged in a number of research projects that have provided him with a wide knowledge of Canadian industry and manpower problems. His last major project was with the Canadian aspects of an international study, conducted by the Organization for Economic Co-operation and Development, on the effects of technological change on manpower and on manpower adjustment policies.

## "Skilled Manpower More Important" Than Wealth of Natural Resources

"Highly skilled manpower today and in the future will be perhaps even more important than an abundance of natural resources to the economic growth of Canada," W. R. Dymond, Assistant Deputy Minister of Labour, predicted in an address to the first national convention of the Canadian Vocational Association.

National President Arnold Doyle, Director of Technical and Vocational Education for Saskatchewan, said he hoped the Association's aim, developing Canadian manpower by promoting vocational education, could be realized by bringing together representatives of government, education, business, labour and management to unify their approach to the problem.

One of the suggestions put forth at the meeting was that teachers training students for work in industry should themselves return to industrial jobs once every two years to bring their knowledge up to date in the face of rapid technological change.

## Announce Change in Interest Rate On Certain Government Annuities

The interest rates on certain types of Canadian Government Annuities have been raised. This, the first change in interest rates since 1957, has been done in order to bring the price of immediate and group annuities more in line with present-day yields on good long-term investments.

The interest rate on new group contracts and on existing group contracts that become effective on and after April 1, 1953 has been raised to 5 per cent. The rate on new immediate annuities at age 55 and older has been raised to 5¼ per cent. The interest rate on individual deferred annuities remains at 4 per cent, except for annuities maturing at age 55 and older that are deferred five years or less. In this case the premiums have been reduced to make them consistent with the price of immediate annuities.

These changes will mean that purchasers of these types of annuity will get a greater return for their money, the Minister of Labour said when announcing the increase. The cost of immediate annuities will be reduced by up to 12 per cent. The premiums under group contracts will also be reduced.

Immediate annuities are usually purchased by persons who have reached retirement age and who pay a lump sum in return for a regular monthly income starting immediately. Group annuities are used to provide retirement pensions for groups of employees. Deferred annuities are purchased by regular instalment payments over a period of years during a person's working life.

## Prof. H. D. Woods Chairs Group Reviewing Manitoba Labour Acts

Prof. H. D. Woods, Director of the Industrial Relations Centre of McGill University, has been appointed chairman of a committee, composed of members named by labour and management groups, that will review Manitoba's Labour Relations and Employment Standards Acts.

G. Campbell McLean, Q.C., Chairman of the Manitoba Minimum Wage Board and of the Fair Wage Board, will be vice-chairman.

## White House Negotiators Produce Settlement of U.S. Rail Dispute

A basic agreement on the terms of a new collective bargaining contract between five operating railway unions and 200 United States railroads was reached in Washington on April 22 after 13 days of intensive negotiations under White House auspices. The agreement came in time to prevent a country-wide railroad strike set for midnight on April 24.

The settlement concerned the working rules and wage adjustments involved in the work rules dispute that were not covered by the compulsory arbitration law, known as Public Law 88-108, which dealt with the question of the employment of firemen in freight and yard service (L.G., Dec. 1963, p. 1070).

The settlement was announced by President Johnson, who called it "a victory for collective bargaining."

In general terms, the agreement provides:

—Seven paid holidays a year for practically all hourly paid employees belonging to the five unions.

—Wage increases providing a new flat rate of $3.10 an hour for yard foremen (conductors) and $2.90 for yard helpers (switchmen), with commensurate increases that the unions say will mean a 4-per-cent increase for engineers and firemen-helpers on the basis of a five-day week.

—"Suitable lodging" or an "equitable allowance" for all road employees, except those in commuter service, who must lay over away from their home terminals for more than four hours between runs. One $1.50 meal allowance per layover will be given.

—That, with certain exceptions, no operating employees are to be used on self-propelled equipment. Any employee displaced by this change will be given severance pay and job retraining.

—Withdrawal by the railways of their proposal to change the present basic wage structure, which provided a daily rate of pay for either eight hours of work, or up to 150 miles, for employees who are paid on a combined time and mileage basis. Any wage increases paid up to Jan. 1, 1968 will be limited to basic hourly rates and will not apply to existing mileage rates.

—Withdrawal by the unions of requests for overtime pay for road employees after eight hours, and for a night shift pay differential. (Yard service workers now receive overtime after eight hours.)

—Withdrawal by the carriers of the main portion of their request involving the combining of road and yard crews (but procedures were laid down for applying a new rule in taking off the last engine in a yard).

—Referral of the railways' proposal to combine some divisional train runs, thus lengthening the runs before crews are changed, to a study committee composed of representatives of the parties and the two private mediators who had been helping in the final negotiations. Findings of the study would not be binding on either side—the only issue so exempt.

On the diesel firemen issue, the attempt by four of the unions to avert the operation of the compulsory arbitration law by appealing its constitutionality in the United States Supreme Court was defeated when the Court on April 27 refused to review the constitutional questions raised by the unions.

After the Supreme Court's refusal, President H. E. Gilbert of the Brotherhood of Locomotive Firemen and Enginemen announced the union's determination to insist, on the expiration of the award in March 1966, that firemen should be reinstated in all jobs now requiring their services.

The Brotherhood of Locomotive Firemen and Enginemen and the carriers had agreed to allow a 10-day postponement of the application of the compulsory arbitration award, and in consequence, its provisions did not begin to take effect until May 7, and by the terms of the law they cease to apply after the end of March 1966.

### 3,000 Laid Off

The first effect of the award on May 7 was to be the laying off of about 3,000 low-seniority firemen, irregularly employed firemen, and firemen who had not worked dur the preceding two years. Separation allowances were to be paid to firemen who had less than two years seniority or who had worked irregularly.

Firemen helpers with less than ten but more than two years seniority were to stand for employment as helpers as before, unless or until they were offered comparable employment. Those who accepted a comparable job were to have their wages guaranteed at previous levels, or higher for five years. Those who accepted separation allowances were to receive half their earnings of the previous two years.

Firemen helpers with 10 or more years seniority were to retain all their existing rights.

The award provided for the institution of a national study committee composed of representatives of the Brotherhood of Locomotive Firemen, the Brotherhood of Locomotive Engineers, and the carriers, which is to report to the parties on the effect of the award before it expires in 1977.

## Blind and Disabled Allowances, Old Age Assistance On Increase

In the first quarter of 1964, the numbers receiving old age assistance, blind persons allowances and disabled persons allowances all increased.

**Old Age Assistance**—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 104,556 at December 31, 1963, to 105,241 at March 31, 1964.

Federal contributions under the federal-provincial scheme totalled $10,578,089.93 for the quarter, compared with $9,728,-413.00 in the preceding quarter.

Federal expenditure for the fiscal year 1963-64 amounted to $39,208,181.11, an increase of $1,029,124.52 over the expenditure of $38,179,056.59 in 1962-63.

At March 31, 1964, the average monthly assistance in the provinces ranged from $60.38 to $72.01. At that date seven provinces had adjusted their payments to the maximum rate of $75 a month. Payments in the other provinces were based on maximum assistance of $65 a month.

**Blind Persons Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,555 at December 31, 1963, to 8,581 at March 31, 1964.

Federal contributions under the federal-provincial scheme totalled $1,335,526.18 for the quarter, compared with $1,226,-847.71 in the preceding quarter.

Federal expenditure for the fiscal year 1963-64 amounted to $4,987,897.43, an increase of $106,068.32 over the expenditure of $4,881,829.11 in 1962-63.

At March 31, 1964, the average monthly allowance in the provinces ranged from $63.65 to $73.93. At that date seven provinces had adjusted their payments to the maximum rate of $75 a month. Payments in the other provinces were based on maximum allowance of $65 a month.

**Disabled Persons Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 51,333 at December 31, 1963 to 51,671 at March 31, 1964.

Federal contributions under the federal-provincial scheme totalled $5,408,186.26 for the quarter, compared with $5,028,-617.61 in the preceding quarter.

Federal expenditure for the fiscal year 1963-64 amounted to $20,206,542.99, an increase of $572,230.28 over the expenditure of $19,634,312.71 in 1962-63.

At March 31, 1964, the average monthly allowance in the provinces ranged from $64.29 to $74.39. At that date seven provinces had adjusted their payments to the maximum rate of $75 a month. Payments in the other provinces were based on maximum allowance of $65 a month.

## Immigrants in First Quarter Up from Total Year Earlier

The number of immigrants who arrived in Canada during the first quarter of 1964 was 17,546, up 4,136 from the same period last year, according to the Department of Citizenship and Immigration. There were 2,129 immigrants from the United States, compared with 1,942 in the same period of 1963.

Of the 17,546 immigrants, 8,850 were destined for the labour force, compared with 6,761 in 1963's first quarter. Of these, 2,593 were in the manufacturing, mechanical and construction category, and 1,891 were in the professional and technical class.

## In Parliament Last Month

*(page numbers refer to Hansard)*

In the month ended May 28 there were few items of labour interest in *Hansard*, the official report of House of Commons debates.

On April 30, the Minister of Labour explained to the House the reasons for the difference between the average of 503,000 persons estimated by the Unemployment Insurance Commission to have been drawing unemployment insurance benefit during February, and the 467,000 persons estimated by the Dominion Bureau of Statistics in its labour force survey to have been unemployed during the week ending February 22.

The difference, the Minister said, could be accounted for partly by the sampling variability of the labour force survey and by the procedures used in estimating the number of beneficiaries; partly because a number of unemployment insurance beneficiaries were working part time and drawing partial benefit but were not counted as unemployed in the DBS labour force survey; and partly because the UIC figure referred to the average number of people drawing benefit during the whole month, whereas the DBS estimate was based on the number of people unemployed during the third week in the month.

On May 11, the Minister of Labour stated that the Government was not making it compulsory for all civil servants, whether covered by the Unemployment Insurance Act or not, to apply for social insurance numbers (p. 3117). He said also that there would be no discrimination against civil servants who did not apply.

# Fifth Constitutional Convention of the Canadian Labour Congress

*Votes support in principle of executive's action in maritime union situation and opposition to readmission of SIU under its present leadership. Sets up jurisdictional disputes machinery*

At the fifth constitutional convention of the Canadian Labour Congress, held in Montreal from April 20 to 24, some 1,600 delegates faced a total of 354 resolutions. Not all of the 354, which had been submitted in advance, were dealt with by the convention.

In the resolutions and policy statements it did adopt, the Congress decided to:

—Support in principle the Board of Trustees of the Maritime Transportation Unions but to oppose the readmission of the Seafarers' International Union of Canada under its present leadership.

—Establish machinery within the CLC to settle jurisdictional disputes among affiliates.

—Re-affirm and continue its traditional ties with the AFL-CIO (resolutions calling for complete automony for Canadian unions were rejected).

—Raise the salaries of its President, Secretary-Treasurer, and two Executive Vice-Presidents.

—Request the federal Government to set up a $5,000,000 fund for research on automation and its effects.

—Re-affirm its support of the New Democratic Party.

The Congress re-elected its former slate of officers, most of them by acclamation, but turned down a constitutional amendment that would have created a fifth general vice-president.

The convention was addressed by the President of the CLC, Claude Jodoin; the Prime Minister of Canada, Rt. Hon. Lester B. Pearson; the Minister of Labour, Hon. Allan J. MacEachen; Member of Parliament and leader of the New Democratic Party, T. C. Douglas; and by fraternal delegates from the AFL-CIO, the TUC and the ICFTU.

The convention is a biennial event, the previous one having been held in Vancouver in 1962 (L.G., 1962, p. 605).

**Maritime Trusteeship and SIU**

Some of the most intense debates of the convention took place on the stand of the CLC Executive Council on the Board of Trustees of the Maritime Transportation Unions and its handling of the SIU leadership. The trustees had only recently removed Hal C. Banks from his position as President of the SIU of Canada (L.G., April, p. 260) and had intimated that Leonard J. McLaughlin, Executive Vice-President of the SIU, would take his place.

The Executive Council made two moves to cope with this issue. It had already in effect condemned the SIU leadership in its report, which was prepared before the promotion of Mr. McLaughlin was implied, and which stated that the SIU would not be re-admitted to the Congress unless the entire top leadership was changed so as to conform with CLC concepts and its constitution. Regarding the trusteeship as the only solution at the time, the CLC had agreed to it, but had expressed its displeasure over the principle of imposing a government trusteeship.

On the first day of the convention, the Executive Council issued a supplementary statement:

> Following the events outlined in the report of the Executive Council, the Maritime Trustees have removed Hal Banks from the presidency of the SIU. In accordance with the terms of an understanding subsequently reached between them and SIU International President Hall, they are arranging the filling of the office of President through the existing constitutional procedure. The intent of the understanding is to restore normal operations of shipping on the Great Lakes, i.e., a cessation of boycotting and picketing of Canadian vessels in U.S. ports and eventually to restore control of the Seafarers' International Union of Canada to its own members.
>
> They also agreed that efforts be made to integrate seamen's trade unions and improve relations with the Canadian Labour Congress and other trade union bodies.
>
> The Congress wishes it to be clearly understood that it was not a party to this agreement, nor is the Congress bound in any way by its provisions. It was an understanding between SIU President Hall and the trustees alone, and its shortcomings are also fully recognized. However, the Executive Council, having studied the terms of the understanding and having received assurances from the trustees that they fully intend to carry out their mandate under the trusteeship legislation, believes that they are sincerely endeavouring to work out a course of action designed to bring industrial peace and democratic unionism to the maritime industry in Canada.
>
> In so far as the integration of the membership of affiliates of the Congress with other unions is concerned, the Congress position is that no integration will be acceptable which involves transfer of a single member to an

unaffiliated organization. If the SIU should at some time in the future meet the standards of ethical conduct, sound leadership, democratic administration and all other constitutional requirements of affiliation with the Congress, and on that basis become re-affiliated, the Congress would be prepared to give consideration to integration proposals solely on the basis of an agreement between equals as in the case of any other group of affiliates.

Under no circumstances will any policy of integration be entertained except with the free will and consent of the members of the unions concerned . . . .

The second move made by the Executive Council on the trusteeship question was a statement on the fourth day of the convention by William Dodge, Executive Vice-President of the CLC. It came while the convention was dealing with eight resolutions on the SIU and the trusteeship, and was made after much severe criticism of the trusteeship by the delegates.

Mr. Dodge said: "We have always made clear we abhor the trusteeship. No other reasonable alternative was ever offered. There was no other way for the CLC to obtain the power to intervene in the SIU."

Mr. Dodge declared that the Executive Council would never accept into the CLC "a union that has as officers the kind of people who now are officers of that organization."

Only a thorough job of cleaning up the SIU can satisfy the members of this Congress. The question is can that task be accomplished? We think it can if the trustees tackle it with the kind of vigor we think they should apply to the task.

### Eight Resolutions

Eight resolutions on the SIU and the maritime trusteeship, brought before the convention in a group, variously:

—urged unrestricted support of the Canadian Maritime Union;

—called for immediate deportation of "Banks and all other foreign criminals in the SIU";

—requested efforts to reinstate "the thousands of Canadian seamen illegally deprived of their livelihood" through the SIU's Do Not Ship list";

—condemned the actions and policies of the AFL-CIO Maritime Trades Department and urged the CLC Executive to register the strongest protest to the AFL-CIO;

—urged representations to both the Government of Canada and the United States that "the illegal and discriminatory harassment of Canadian ships in American ports be terminated forthwith";

—urged support of the CLC and its officers on their stand on this issue;

—requested re-affirmation that the control of trade unions by government was not a solution and that it established a "dangerous precedent";

—requested that the Canadian Government promptly conclude its trusteeship over the Canadian maritime unions with the object of democratization and amalgamation into a Canadian maritime federation;

—asked that the CLC establish a maritime trades department to co-ordinate Canadian maritime unions to fit Canadian needs and that these unions be free from interference from any bodies, government or otherwise, inside or outside of Canada.

The lengthy debate on this series of eight resolutions was interrupted for the speech by Mr. Dodge. Then a motion to refer the resolutions back to the Committee was defeated and the debate continued. Again, when the chairman ordered a standing vote on a motion to end the debate, it was so close that he decided it was necessary to continue the debate. Finally, the motion to adopt the section of the officers' report dealing with the maritime union situation, together with the supplementary statement, was adopted and the eight resolutions, in effect, rejected.

### Jurisdictional Disputes

To settle jurisdictional disputes between affiliated unions and help prevent the loss of membership through expulsions from the Congress for raiding, the CLC amended its constitution at the convention to provide mediation and arbitration machinery. The procedure is modelled on that of the AFL-CIO (L.G. 1962, p. 38).

As a result, the President is now entrusted to establish procedural rules for handling complaints, and if voluntary settlement fails, to insure that all of the affected affiliates "will have a full and fair hearing before an impartial umpire." Penalties in the form of sanctions are provided for non-compliance.

In recent years, the CLC has lost close to 100,000 members when it found it necessary to expel, on grounds of raiding, the SIU of Canada, the International Brotherhood of Teamsters, the International Union of Operating Engineers, and the American Federation of Technical Engineers.

The amendment, submitted by the Executive Council, outlines the complete mediation provisions and procedure.

It comprises these steps:

1. Establishment by the President of a panel of mediators composed of persons from within the labour movement, the members to serve at the pleasure of the President.

### Reject Enlarged Executive

*Delegates rejected a constitutional amendment proposed by the Executive Council that would have increased the number of general vice-presidents to five from four.*

*The plan, it was generally conceded, was designed to give Stanley Little, President of the 85,000-member Canadian Union of Public Employees, a seat on the 22-man Executive Council. To do so, the administration sought to open a spot among the regional vice-presidents for Ontario by moving William Smith, President of the 40,000-member Canadian Brotherhood of Railway, Transport and General Workers, up to the new post.*

*Opposition to the move was led by Louis Laberge, Quebec Regional Vice-President.*

2. Mediation of a dispute following receipt by the President of a complaint charging jurisdictional violation, by a mediator or mediators selected by the President from the mediation panel.

3. Selection of a panel of impartial umpires by the President with the approval of the Executive Council.

4. A hearing before an impartial umpire selected from the umpire panel to be held if voluntary settlement is not reached within 14 days after the appointment of a mediator or mediators. (Impartial umpires are to be assigned on a rotating basis, subject to their availability to conduct hearings. Their terms are to be established by the President, with the approval of the Executive Council.)

5. A determination must be made by the umpire within a time specified by the President, unless an extension of time is agreed to by the parties. The President must then transmit copies of the determination to all affiliates involved.

6. A request by the President, simultaneously with the transmission of these copies, to any affiliate that the umpire has found to be in violation of the amended constitution, to inform him of the steps it intends to take to comply with the determination. Notice of any response, or of lack of a response within a time fixed by the President, must be communicated to the other parties to the dispute.

7. Extension of any time limit by the President, if so required in his judgment.

8. A shortening or elimination of the mediation process or referral of the dispute directly to an umpire, by the President, if in his judgment such action is necessary to accelerate a settlement or determination.

9. Automatic coming into force of an umpire's determination within five days if no appeal is filed. Any such appeal will be referred by the President to a subcommittee of the Executive Council.

10. Disallowance or referral of the appeal by the subcommittee: if the latter disallows the appeal, the determination of the umpire becomes final; alternatively, the subcommittee may refer the appeal to the Executive Council. A majority vote by all the members of the Executive Council is required to set aside or alter the umpire's determination, otherwise it is sustained. The decision of the Executive Council in such appeal shall be final.

An affected affiliate may also file a complaint with the President that another affiliate has not complied with an effective determination of the impartial umpire or of the Executive Council on appeal. Additional provisions and safeguards are included.

Non-compliance with a finding and ruling under the new dispute settlement provisions can invoke penalties such as these:

—withdrawal of the right to complain or appear in a complaining capacity on the issue in question;

—withdrawal of assistance by the CLC;

—assistance by the Congress to the affiliate or body whose jurisdiction is being violated;

—loss of the right to vote on the dispute in question by a member of the Executive Council who is an officer of a non-complying union; and

—denial of any or all of the services, facilities or protection of the Congress.

In addition to the above, the Executive Council may apply any other authority vested in it.

### Debate

Leading off the debate on the proposed constitutional amendment that would institute a procedure for dealing with jurisdictional disputes, David Archer, President of the Ontario Federation of Labour, appealed to the delegates to give the proposed machinery a chance to work for the next two years.

Larry Sefton, Director of the United Steelworkers District 6, explained that "we are trying to get away from being forced to expel member unions. We looked at the AFL-CIO; their system was working. We will remove another source of irritation between CLC and AFL-CIO." He reminded the delegates that AFL-CIO President George Meany had said that if the CLC adopted a procedure similar to theirs, they would not interfere in Canadian disputes.

Some delegates expressed doubt as to the impartiality of the umpires to be appointed, but were reassured by CLC officers that all necessary precautions would be taken.

When one delegate said he wanted to see it spelled out that the umpire be appointed from within the trade union movement, William Mahoney, Canadian Director of the Steelworkers and Chairman of the committee on constitution, said "the Executive Council will certainly not select anti-labour people as umpires."

One delegate thought the amendment did not go far enough in dealing with the question of jurisdiction, and wanted the Executive Council to re-examine what he called overlapping jurisdictions. These, he thought, might be the very reason why this constitutional amendment was now required.

In the final vote, this amendment was carried almost unanimously, and by a vote greater than the two-thirds majority required for constitutional amendments.

In a succeeding resolution, the convention amended the constitution to change the rules for granting a charter or certificate of affiliation. Henceforth, a two-thirds vote by the Executive Council will be sufficient to grant affiliation. It was shown that the former provisions in effect gave a single union the power of veto over the admission of some other union. The resolution was passed by an overwhelming vote.

Another resolution requested an amendment that would permit expulsion of any affiliated organization "shown to have engaged in strikebreaking or scabbing or to have assisted an employer during a strike that was approved or sanctioned by the Executive Council." Although the committee recommended "non-concurrence," the resolution was referred to the incoming Executive Council.

### Autonomy

Considerable debate took place on the convention floor on the question of autonomy of the CLC in matters affecting Canadian members of international unions. Nine resolutions on this issue were submitted, although most of them added the recommendation that fraternal relationships be maintained or strengthened with the AFL-CIO.

The first resolution in this series, presented by the Oil, Chemical and Atomic Workers' International Union, Local 9-601, North Burnaby, B.C., stated: "Be it resolved that the Canadian Labour Congress press for complete Canadian autonomy for Canadian members within international unions."

The organization committee recommended non-concurrence in this resolution. The committee chairman, J. Harold Daoust, Director in Canada for the Textile Workers' Union of America, said it was up to the international unions concerned, and not to the Congress. The delegates agreed by voting for non-concurrence, rejecting the nine resolutions—all of which had the same general objective—by a vote of three to one.

The majority of delegates speaking from the floor argued for greater autonomy from the AFL-CIO, but also for retaining and strengthening the ties with that body. Charges of interference by international unions were levelled.

The executive believed the CLC could not force the international unions that are affiliated with it to give increased authority to their unions in Canada.

A proposed constitutional amendment that would have recognized the CLC "as a mature, responsible body, capable of adjudicating internal disputes" was covered by the amendment setting up the procedure for settling jurisdictional disputes.

Two further resolutions, submitted by two locals of the Canadian Union of Public Employees, proposed amendments to the constitution that would provide that, not later than January 1, 1965, all CLC affiliates "adopt and apply in practice, the principle of autonomous Canadian leadership, control and administration of all sections of their union membership in Canada," with a proviso that "this shall not prevent any Canadian union organization from remaining or becoming an autonomous section of an international trade union." The Constitution Committee recommended non-concurrence jointly for these two resolutions, and this recommendation was carried.

### Automation

William Dodge, Executive Vice-President of the CLC, delivered a speech in which he urged that the federal Government assign $5,000,000 to the Economic Council of Canada to study the automation problem and its effects. The CLC likewise would study the problem and work to develop a policy that would be of some guidance to its affiliated unions, he announced.

### A Labour Weekly?

*Two resolutions favouring the establishment of a weekly labour journal "for public consumption" and "having an appeal to all sections of Canadian social structure" were submitted to the convention.*

*After a number of speakers from the floor had denounced the "distortion of news in the interests of management," the delegates overwhelmingly rejected the resolutions committee's recommendation of non-concurrence, and referred the resolutions back to the committee for further study.*

*One of the resolutions stated in its preamble that there was at present "no widely read Canadian publication with an editorial policy sympathetic to labour's aims and views."*


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An economic policy statement adopted by the convention pointed out that federal programs for retraining and moving workers are designed to deal with present problems. "But what does the future hold in store? What can predict what the economy of 20 to 30 years from now will be like?

. . . Suppose that in spite of expansionary employment policies, and in spite of the most efficient training and labour market programs, technological change should cause a continuing decline in the demand for labour? . . . What if technological change destroys the labour market itself? We would have to revise our ethics and propose that every person has the right to be fed, clothed, educated and given medical care even if he produces nothing.

If people in the industrial economies are to make this colossal adjustment we should begin now to consider the most just and efficient means of carrying out the distribution of wealth in this new society of the future.

There are also other implications. If the demand for labour declines in the industries producing basic goods and services, this will release people for other pursuits—such as education and recreation and the arts. Next to the problems of distribution, man's greatest problem may be how to use the vast leisure time at his disposal.

These considerations raise questions to which there are, as yet, few satisfactory answers. If we are going to get answers we must examine the problem thoroughly and devote a lot of time and resources to its solution. Perhaps it is intended that the new Economic Council of Canada will look into this matter. The Canadian Labour Congress proposes that the Council should make this one of its top priority areas of inquiry and proposes, furthermore, that the Government should make a special allocation of funds to this undertaking.

Three resolutions on automation were referred to the incoming Executive Council, "as they involve a complex cost study." These resolutions:

—Requested that the industries implementing automation pay the cost of retraining the workers becoming unemployed;

—Requested the federal Government to set up an emergency fund to "provide full employment insurance benefits during the full period of unemployment without reservations," and that the federal Government institute a comprehensive national retraining program immediately to assist all displaced workers to get re-established in other fields of work; and

—Demanded that the federal Government assume responsibility and initiative in establishing "an automation impact fund financed by a levy imposed upon industry and bolstered by funds from the federal treasury, and further, that the permanent loss of a job because of automation be treated "as a major industrial and occupational injury and should be paid for accordingly from the fund at full wages."

**Automation and Shorter Work Week**

A number of resolutions on automation tied this subject to a request for a shorter work week, usually 30 hours. For 12 resolutions recommending the shorter work week, the Legislative Committee proposed a substitute resolution urging a progressive reduction in the work week "consistent with growth in productivity and as a means of alleviating the problem of unemployment."

It urged that the convention call upon the provincial federations to seek changes in legislation "whereby maximum hours of work per day and per week would be set at no more than eight hours per day and 40 hours per week with a five-day work week, and that the Congress seek similar federal legislation."

The substitute resolution further urged that all affiliated and chartered unions, through their established bargaining procedures, effect progressive reductions in working hours with maintenance of take-home pay.

When some delegates argued strongly for a specified work week of less than 40 hours, it was pointed out by the Committee that many were still working more than 40 hours a week, and that the aim was to achieve a progressive reduction in the work week.

**President's Address**

An appeal for national unity and improved understanding between various groups in Canada, particularly between the French and English sections of the population, was one of the main points in President Claude Jodoin's address to the convention.

"It is time for those of us who believe in a strong and united Canada to speak out," he said. "It is typical of some destructive minorities that they talk with loud voices . . .

"It is time to put these narrow-minded pursuers of selfish objectives in their place."

Mr. Jodoin referred to the convention itself as evidence of what could be done by people of diverse national origins working together. "What we have accomplished as trade unionists we can accomplish as Canadians."

The President expressed concern with the continuing high rate of unemployment. He said that we could never expect to achieve the national unity he had been advocating unless we succeeded in reducing the great disparities that exist between one part of the country and another.

Coupled with this is the disparity, with regard to unemployment, between age groups. The impact of unemployment on young people is particularly severe. This points up the need for very careful examination of all aspects of education.

We must devote very serious attention to the industrial changes which are having such a sharp effect on the lives of many of our people. We do not have enough hard information in this field.

We do know that the new problems which we are facing are highly complex and will undoubtedly call for many approaches. One of these is certainly going to be the matter of special training. So far, Canadian industry at large has not accepted its responsibilities with regard to in-plant training.

The President went on to speak of social legislation, referring particularly to pensions, medicare and housing. Labour, he said, has been disturbed by "the obvious watering-down that has taken place since a Canada Pension Plan was first talked about . . . You may be sure that the Congress will continue to press for what we believe are the essentials of a real Canada Pension Plan."

The emphasis that the Congress was placing on pensions did not mean that it was forgetting about medicare, he asserted, and he held up the Saskatchewan plan as a model to be followed by other provinces. It was designed, he said, to "meet health needs rather than private interests."

Passing to the matter of housing, he said, "We need subsidized housing for people with low incomes. We need a strong housing program for the aged . . . . We need more encouragement for co-operative housing, for slum clearance and urban renewal and for community planning."

The speaker remarked with satisfaction that there had been some improvement in international relations, and urged the Government to give more aid to the developing countries.

He defended the stand that had been taken by the Congress on the question of the strife between transportation unions on the Great Lakes, and the appointment of the board of trustees. He insisted that this was a purely Canadian affair and that differences between national and international unions were not an issue in the matter.

Both international and national trade unionists have demonstrated their support for the right of Canadian sailors to belong to the union of their choice without sacrificing the freedom to sail the seas . . . . It is to be remembered that the Canadian Labour Congress is an autonomous national labour centre quite capable of making its own decisions on behalf of those it represents; and it intends to continue doing so.

Referring to constitutional amendments to be put before the convention, he mentioned especially changes designed to provide a new procedure for dealing with jurisdictional disputes. He said that the procedure being recommended followed that which had been in effect for some time in the United States. "Its acceptance by our Congress will avoid confusion of jurisdiction between the AFL-CIO and ourselves in cases where international unions are involved."

**Guest Speakers**

**The Prime Minister**

The legislation setting up the trusteeship over the maritime transport unions had the support of four of the five unions affected, of the leaders of the CLC, of all parties in the House of Commons, and of the public, Prime Minister Pearson said in addressing the convention. Nevertheless, he declared, it had been enacted only as a last resort, and he hoped it would not have to be repeated.

The trustees were all men of experience in trade union affairs, and since they had been appointed, the Government had refused to interfere or try to control the trustees in any way—and had no intention of doing so, Mr. Pearson said.

The legislation had three objectives, the Prime Minister said: To restore trade union rights to thousands of Canadian seamen who were being denied them and instead were being victimized by violence and by undemocratic practices; to ensure freedom of passage for Canadian vessels in U.S. waters and U.S. ports, without fear of harassment or violence; and to restore law and order, "without which none of us can be free or secure."

Apart from the situation on the Great Lakes, the Prime Minister thought that there had been "a very real improvement in labour-management co-operation in Canada." The Government expected the Economic Council of Canada to play an important role in encouraging such co-operation in the future. Mr. Pearson welcomed the participation of labour in the work of the Council.

We look to the Economic Council to make very significant contributions to the planning of Canada's economic development. The field of labour-management relations will be but one of the many areas in which its studies, its advice and its recommendations will be important. Its function is spelled out in the Act . . . It is to advise and recommend to the Government how Canada can achieve, and I quote from the legislation, "the highest possible levels of employment and efficient production in order that the country may enjoy a high and consistent rate of economic growth, and that all Canadians may share in rising living standards."

In many matters, including such things as concern for helping the developing countries to improve the condition of their people and disapproval of racial and religious discrimination, "you in labour and we in the present federal Government are not in dissent," he said. Where they differed was not in the nature or degree of their concern,

### Executive Salary Raises

*After much debate, the President's salary was raised from $16,000 to $20,000 a year; that of the Secretary-Treasurer, from $14,000 to $17,500; and that of the two Executive Vice-Presidents, from $13,000 to $16,000.*

*During the debate, one delegate asserted that granting the salary increases would result in the officers' thinking "like bosses" instead of promoting the viewpoints of union members.*

*Others argued, that, to obtain and retain qualified leadership, it was necessary to pay for it, and that the officers could earn much more "if they sat on the other side of the table."*

*The previous salary increase for the four top officers was in 1960.*

but "in the degree of our impatience over delays in removing the causes of that concern."

He knew of no country in any age that had attained "the social ideals we share," and although "certainly, in my lifetime, Canada will not reach all those ultimate goals we have before us," we have made real progress, and must accelerate that progress.

There are no overnight miracles or shortcuts to achieve these goals, and we must accept the need for planned priorities . . . I know of no more reasonable or obvious first priority than the Government's, which is to create and maintain the economic growth which will see unemployment reduced to an irreducible minimum, and out of which economic growth, national health care and other insistent social betterment plans can be supported.

Turning to unemployment, the Prime Minister said that in the past year there had been a substantial reduction in the number of those without jobs. By March of this year, nearly 100,000 persons unemployed a year earlier had found work, and another 217,000 had been added to the number employed.

Nevertheless, he asserted, unemployment in many parts of the country was still much too high. Regional imbalances were particularly difficult to overcome in a country such as ours, in which geography militated against mobility of labour. Similar imbalances occurred between various occupations, and the paradox of a high national rate of unemployment together with a shortage of skilled workers in many occupations was experienced during much of last summer.

The Prime Minister went on to outline the measures that the Government was employing to remedy this disparity, by promoting vocational and technical training and by taking steps to improve the working of the National Employment Service.

To assist workers and employers even further to meet the employment problems of technological displacement, the Department of Labour has established now a Manpower Consultative Service, "which represents a forward step in the area of government action in relation to the problems of industrial change," Mr. Pearson said.

Mr. Pearson complimented the CLC President on the stand on national unity he had taken in his presidential address.

### Minister of Labour

Hon. Allan J. MacEachen, federal Minister of Labour, made a brief speech to the convention shortly after the Prime Minister had spoken. He noted that he had been in his position for about a year now, during which time he had received "some valuable on-the-job training."

He thought he had spent more time with the executive of the CLC than with his Cabinet colleagues (in an attempt to solve a difficult problem), but believed that the co-operation and consultation had been mutually beneficial.

The Minister stated it was the intention of the Government to take action at this session of Parliament in the "important field of labour standards." He hoped such action would set a good example in this field.

### T. C. Douglas

We live in challenging times, said T. C. Douglas, leader of the New Democratic Party. The most pressing problem apart from the atomic bomb is what to do about automation. It is now the gravest problem, he added.

Mechanization has replaced muscle with the machine, but "automation is replacing man as a minder of the machine." He quoted figures by John L. Snyder, President of U.S. Industries, Inc., that advancing technology is a major factor in eliminating 40,000 jobs a week in the United States. The figure for Canada would probably be 4,000 a week, Mr. Douglas said.

The North American economy is not growing fast enough to provide jobs for those displaced by automation as well as for "the thousands of young people who enter the labour market each year."

Calling for a "massive assault on poverty" and a better distribution of income, he quoted Leon Keyserling, former Chairman of the U.S. Economic Advisory Council under President Truman. The United States did not have a production problem but a

distribution problem, Mr. Keyserling had stated, having added that no sizable progress against the unemployment problem could be made unless it was recognized that the reason for unemployment was the bad distribution of income.

The real need is to distribute the national income so as to create an "effective demand" for consumer goods by those whose present incomes do not permit them to buy more of the goods and services that modern technology is capable of producing, Mr. Douglas asserted.

Referring to President Lyndon B. Johnson's declaration of "unconditional war on poverty in America," the speaker called for an emergency program in Canada to promote full employment by redistributing purchasing power.

Although he was not advocating a "share-the-wealth" program, said Mr. Douglas, he was promoting the sharing of the unused wealth production "occasioned by idle men, idle resources and unused plant capacity." Full employment in Canada would increase the gross national product by at least $4,000,000,000 a year, he asserted.

Speaking on automation, Mr. Douglas said that "automation need not be a curse, it can be a blessing." Sweden had demonstrated this fact for all to see. With full employment and the second-highest income per capita in the world, that country had shown there was no need to have unemployment and poverty when so much had to be done. He then went on to develop the theme that, in order to "create this good life," it was necessary to engage in political action.

### Fraternal Delegates

**Joseph D. Keenan**—The fraternal delegate from the AFL-CIO was Joseph D. Keenan, Secretary of the International Brotherhood of Electrical Workers.

Mr. Keenan is currently a member of the President's Advisory Committee on Labor-Management Policy; special assistant to the Director for Labor and a consultant to the Office of Emergency Planning; a member of the OEP's Labor Advisory Committee; and a member of the Labor Advisory Committee for the U.S. Department of Labor.

Referring to the traditional U.S.—Canadian relationship, he said that, although Canada and the United States were sister nations, he thought of them more like brothers, rather than sisters. Brothers, he said, fought side by side against a common enemy, but when there was no need to fight, they would often pass the time by fighting each other. In this context, the oft-mentioned, undefended border between the two countries was an even greater achievement.

### Election of Officers

*In the election for the 22 seats on the Executive Council, only one position was contested.*

*In the one contest, J. K. Bell, Secretary-Treasurer of the Marine Workers' Federation, was nominated for one of the four general vice-presidencies. In the ballotting he obtained 521 votes of the 1,204 cast, not enough to unseat an incumbent.*

*Mike Rygus, IAM, an Ontario Regional Vice-President, declined nomination for re-election, as did Prairie Vice-President Donovan Swailes. Mr. Rygus was succeeded by Stanley Little, President of CUPE; Mr. Swailes, by Len Wallace of the Retail Store Union. Edouard Larose succeeded Louis Laberge as a Quebec Vice-President.*

He then drew a parallel with his union, and reviewed its history in Canada and the United States. The spirit of co-operation that had prevailed at the beginning was continuing today, he said.

The first of a number of matters basic to both the CLC and the AFL-CIO was that of jobs for all, said Mr. Keenan. Growth of the work force, coupled with accelerated automation in industry, was creating a slack that no new source of private employment could take up, he asserted. A solution demanded government action on a broad scale, in his opinion.

"The plain fact is that unless a society—any society—can provide useful, rewarding work for its people, it has failed. You and I, and the way of life we represent, cannot afford to fail," he said.

Mr. Keenan then drew another parallel, by stating that the two labour organizations desired to have their countries maintain economic relationships that would be good for the workers on both sides of the border. Although the agreement was not always there, the mutual objective was the same. But neither organization wished to adopt economic policies that would cause distress among workers on the other side of the border, he believed.

**Fred Hayday**—The fraternal delegate from the British Trades Union Congress was Fred Hayday, a member of the TUC General Council since 1950 and Chairman for 1962-63. Since 1946 he has been a National Industrial Officer of the National Union of General and Municipal Workers.

Mr. Hayday has served the British Government in various capacities in connection with labour and other matters; he is a member of the Nuclear Safety Advisory

Committee and of the Radioactive Substances Advisory Committee.

He told the delegates that many changes were coming about in Great Britain's trade union movement because of world changes. There were many changes in industry, with new industries springing up. There were population movements and unions had to adapt to them. Labour also had to adopt measures to cope with redundancy.

Legislation on training and retraining had been passed on union insistence. Companies that had "stolen" apprentices from others now had to train their own.

The TUC was currently discussing the aims of trade union organizations—and looking at its trade union structure in the light of today's needs—as some unions were now more than 200 years old. The basic aims, however, remain unchanged, he said. The TUC wanted to see if the aims could be reached better by some re-organization, and he outlined some of the associated problems. One aim was to encourage small unions to join large ones, which could provide better services.

Another reason for having a central labour body was that it enabled unions to be effective in Neddy—the National Economic Development Council. The latter aimed at an annual growth in productivity of 4 per cent, or 20 per cent in the next five years. Last year, the TUC had been involved in a "productivity year," he told the delegates.

He said the British trade union movement was not just looking inward, but outward to the world. There was a big job to be done.

**Robert Main**—A fraternal delegate from the TUC who started his labour career in the mines, Robert Main, General Secretary of the National Union of Mineworkers, Northumberland Area, was elected area representative to the National Executive Committee of the NUM in 1960.

Mr. Main brought greetings from TUC as a whole and from his own union in particular. He discussed the past course of the labour movement in Great Britain and the establishment of the British Labour Party via the TUC. He also reviewed the history of the labour movement in British mining, and that of the NUM in its own right.

**Arne Geijer**—President of the International Confederation of Free Trade Unions, Arne Geijer reminded the delegates that the Confederation had now existed for 15 years and that it could now be called a world-wide organization.

Although more than 150 organizations are now affiliated with the ICFTU, "the great majority of wage and salary earners are still unorganized," he said. There is a potential membership of about 200,000,000 people—mostly in Asia, Africa and Latin America. These present "enormous organizing tasks" for the ICFTU, he declared; in certain of the developing countries, especially in Africa, there was always the danger of government intervention to bring trade unions under government control. These developments must be watched steadily, he said, adding:

> Only if *free*, can a trade union movement fulfil its duty to give a real contribution to the vital tasks of nation-building, economic development and social progress.
>
> The role of the trade union movement is not only to claim a higher standard of living. Its task must also be that of raising productivity and speeding up the rate of the economic development. For without economic progress, the conditions of living cannot be improved. In my own country we have a saying: "The cake must be baked before you can eat it."

**Economic Policy**

A statement of economic policy, in addition to the paragraphs quoted above, reviewed the Canadian economy and quoted unemployment and grosss national product figures. Although the report acknowledged the improvement in employment and the continuing rise in the gross national product, it noted that unemployment was still "well above the Beveridge maximum of 3 per cent" and urged that action be taken to correct the problem of "inadequate effective demand which has been with us for some time."

The statement deplored the Government's lack of long-run policies to raise and maintain an adequate level of effective demand for the future. Unless such policies were started very soon, the report warned, the country would be faced with "an unemployment problem of even greater magnitude and complexity than we experienced from 1957 to 1961."

The report also stressed the importance of and need for "social capital." "A program of public investment in social capital, by increasing the rate of expenditure in the economy, would initiate a 'multiplier effect' which would create thousands of jobs, help produce a high level of economic growth, and sustain that growth over a long period of time," the report asserted. The Municipal Loan and Development Fund was a step in the right direction, but did not go far enough.

On fiscal policy, the report asserted that there was "no special virtue in a balanced budget," and that budgetary policy should be consistent with major economic objectives.

On technological change and retraining, the report said that some steps had already been taken, such as the Technical and Vocational Training Assistance Act. Calling this insufficient, the report asked for a nationwide network of training schools built and maintained by public funds. These schools should have permanent staffs, and the worker, who should receive his training free, should also receive a maintenance allowance for himself and his family during the training period.

To integrate such training with "an active, national labour market policy," a national Labour Market Board, with branches in every labour market area in the country, should be established. These branches would detect surpluses and shortages before they become serious, and the Board would then assist in co-ordinating the necessary training programs. The NES did not meet this standard, the report asserted.

**Social Security**

Resolutions and debate on social security revolved around pensions, medicare, non-occupational disability benefits, chiropractic care, and the drug industry. Some of the resolutions did not come up for debate.

On pensions, President Jodoin issued a statement on the new Canada Pension Plan, in response to the Prime Minister's announcement on the newest version of the plan. "The future of this plan seems more assured than it was only a few years ago. This is good news for the workers of Canada and their families, and for other Canadians as well.

"Importance must also be attached to the fact that there will now apparently be one single standard of public pension programs across Canada, together with full portability."

The social security committee proposed an eight-point substitute resolution on medicare to replace nine resolutions submitted on the subject. The substitute resolution recommended a public health care program that would:

1. Be universally available without regard to means;
2. Provide services comprehensive in scope, that is, including the prevention, diagnosis and treatment of illness as well as the rehabilitation of those disabled by illness or accident, and the provision of drugs and appliances;
3. Be equitably financed and free of any financial deterrents against full use;
4. Be organized to provide optimum distribution and co-ordination of the various types of health services, agencies and personnel needed for health care of the highest quality;
5. Take the necessary steps to fill existing needs in personnel and facilities to make a comprehensive health care program available in every part of Canada;
6. Be free of control or undue influence by any special interest group;
7. Provide for an advisory council including representatives from organized labour and other sections of the community;
8. Include an appeals procedure.

In addition, the resolution opposed "the introduction of programs such as the one now in effect in Alberta or contemplated in Ontario" under which coverage would be voluntary and in which there would be a means test, "and which would place the provision of health care services largely under the control of the insurance industry and the medical profession."

The resolution further requested that the CLC seek the establishment of public health care programs such as the one now in effect in Saskatchewan "and seek further to have this and other such programs extended to make them fully comprehensive in scope."

The resolution was passed, as was another substitute resolution calling for cash sickness benefit similar to those provided under workmen's compensation legislation. But a resolution requesting the inclusion of chiropractic care under health services was referred back to the Congress for further study.

A substitute resolution requesting a lowering of the price of drugs and the appointment by the federal Government of a commission to investigate the manufacture, marketing, and price of drugs was likewise referred back.

**Political Education**

The convention strongly re-affirmed its support of the New Democratic Party "as the political arm of the trade union movement."

The committee on political education put forward a recommendation in place of two resolutions that called for continued support of the NDP. The recommendation pointed out that "Labour's failure to gain an effective voice in government has resulted in a steady increase of anti-labour legislation, particularly in the provincial field."

The recommendation asked the Congress to urge all its affiliates to support and "affiliate to the New Democratic Party"; urged unions to co-operate with NDP constituency associations to recruit union members for the party; and urged more effective liaison at all levels between the labour movement and the NDP.

The recommendation was adopted. It was mentioned that about 225,000 union members were now affiliated with the NDP.

**Human Rights**

Resolutions on human rights set off considerable debate, which became a heated one when some delegates wanted to have Soviet Russia excepted from censure for its discrimination against Jews. At least four resolutions condemned the Government of the Soviet Union for its discrimination against Jews, one resolution calling upon the Government of Canada "to use the means available to it in the United Nations and elsewhere to vigorously protest official Soviet anti-semitism."

As the debate waxed hot, Larry Sefton, a CLC Regional Vice-President for Ontario, said the CLC was against discrimination no matter where it was and, particularly in view of what had happened in Russia under Stalin and in Germany under Hitler, would not make any exception with Russia. The resolutions were upheld.

The conditions and hardships of Indians in Canada also caused much discussion as the result of a resolution requesting specific government attention to their problems. The resolution was adopted.

**Government Employees**

Two resolutions expressed concern that the preparatory committee on collective bargaining in the Public Service would recommend compulsory arbitration. They called for support for the CLC's efforts to prevent passage of any legislation that would subject Canadian trade unions to compulsory arbitration, and urged the officers of the CLC to continue the efforts. The resolutions were carried.

To replace a resolution asking for collective bargaining on behalf of prevailing-rate employees of the federal Government, the Committee recommended concurrence in a substitute resolution that demanded the right to bargain through associations of their own for all government employees, whether federal or provincial, classified or prevailing rate. It further urged the Congress to continue making representations to the preparatory committee on collective bargaining in the Pubilc Service in order to assist the committee in developing desirable collective bargaining procedures for federal Government employees, along the lines already set out in the Congress submission to that committee.

Finally, the substitute resolution urged all provincial federations to support the efforts of provincial government employees' associations to obtain collective bargaining rights where there are none to date. The resolution was passed.

A resolution requesting the enforcement of the five-day, forty-hour week for operational personnel of the Post Office Department was amended by inserting "consecutive" before "five-day." Another resolution supported the Canadian Postal Employees' Association in its request for shift differential pay for all hours worked on evening shifts.

A final resolution in this series—all of which were passed—requested repeal of Section 89 of the Ontario Labour Relations Act, calling it "discriminatory in so far as it denies the right of union recognition to municipal employees."

**Resolutions Not Reached**

Resolutions that did not reach the debate stage and were referred to the incoming executive included requests for:

—Amendment of the Unemployment Insurance Act so that unemployed persons will remain eligible for benefits if they refuse to cross picket lines, and that the NES stop sending applicants to strike-bound plants;

—Abolition of fee-charging employment agencies;

—Censure of the "tight-money policy" as causing layoffs in industry, and for reduced defence spending and allocation of the monies so designated for creation of a "vast public works program";

—Making the Municipal Winter Works Incentive Program a continuing one, to permit long-range planning by municipalities;

—Legislation for a planned approach to placements of handicapped persons;

—Inclusion of age with the other factors such as race, creed and colour that are not to serve as bases for discrimination in employment;

—Condemnation of the federal Government for implementing the $75-a-month incentive to hire workers over 40 "instead of enacting legislation with severe repercussions for discrimination because of age";

—Revision of the Industrial Relations and Disputes Investigation Act and of the Criminal Code to overcome "labour restrictions";

—The placing of the shipbuilding and ship repair industry under the "Federal Labour Code";

—A national minimum wage of $1.50 an hour.

# 4th Convention, Union Label Trades Department

The Fourth Biennial Convention of the Union Label Trades Department of the Canadian Labour Congress was held in Montreal on April 18.

It was reported that since the 1962 convention, six more unions had affiliated to the Department. It was noted, however, that a number of international unions that are affiliated with the Union Label and Service Trades Department of the AFL-CIO are still not affiliated with the CLC Union Label Trades Department.

Resolutions approved included one that called for printing of voters lists under union conditions. As evidence, the resolution proposed the inclusion of the Allied Printing Trades Council label on the lists. The assistance of the Executive Council of the CLC was requested in the implementing of this resolution.

Other resolutions requested all affiliates to embody in their union label the abbreviation CLC, that where an organization uses a postage meter, they have the seal of the Canadian Labour Congress and the words "Demand The Union Label" or the seal of the Union Label Trades Department with the words "Look For The Union Label, Shop Card and Button" and that where an organization does not use a postage meter, an endeavour be made to have the envelopes printed with the union label message, and that all union labels used in Canada recognize the bilingual character of the country.

Stanley G. Clair, Amalgamated Clothing Workers of America, Windsor, was re-elected President, and Thomas B. Ward, Canadian Labour Congress, Ottawa, was re-elected Secretary-Treasurer.

Mrs. Josephine Hallock of the Hotel and Restaurant Employees, Vancouver, was elected Western Vice-President, and Gérard Rancourt, Amalgamated Clothing Workers, Montreal, was chosen Eastern Vice-President.

Regional vice-presidents elected were: William Swanson of the Office Employees' International Union, British Columbia; Anne Baranyk, United Garment Workers, Alberta; Arthur Miles, Retail, Wholesale and Department Store Union, Saskatchewan; William Haika, ACWA, Manitoba; Saul Fagan, United Hatters, Cap and Millinery Workers, Ontario; Saul Linds, ACWA, Quebec; John Simonds, Bakery and Confectionery Workers, New Brunswick; and Gordon Smith, Halifax, Dartmouth and District Labour Council, Nova Scotia. The position of vice-president for Prince Edward Island and Newfoundland was not filled.

# Annual Policy Conference, United Steelworkers

The United Steelworkers in bargaining this year will ask for a "substantial" pay increase. This will be a prominent demand in new contract talks that are due to open later this year with The Steel Co. of Canada, Limited, and Algoma Steel Corporation, Limited. (Agreements between the Steelworkers and the two basic steel companies expire on July 31.)

A resolution passed at the union's annual policy conference, held in Montreal on April 16-18, said the move for higher pay would be "apart from any other demands to be made on the companies."

The union showed itself sensitive to the effects of automation: the delegates, who numbered about 300, unanimously passed a resolution urging the federal Government to establish a manpower development agency to cope with the problems of technological change. This agency should be "charged with authority for job placement, training and retraining manpower, the research needed for new jobs, development of new skills and keeping tab on the continuing manpower needs of the economy," the resolution said.

**National Director**

William Mahoney, National Director of the union in Canada, in his report to the conference made the claim that Canadian steelworkers were the most efficient and productive in the world.

In 1962, he said, Canadian steelworkers were turning out a ton of steel in 9.1 man-hours compared with 9.9 man-hours taken by workers in the United States. In 1963, Canadian productivity had increased so that only 8.6 man-hours were required for each ton of steel.

Wage costs per ton in Canada had dropped from $25.86 in 1960 to $23.66 in 1962, and the estimated cost for 1963 was $23.04, Mr. Mahoney said. The wage cost in the United States (in U.S. dollars) was $32.64 in 1960, and only 68 cents less in 1963, he stated.

But the base wage rate for Canadian steelworkers was 23.5 cents an hour less than the rate in the United States, and in addition, the wage spread between job classifications was higher across the border, Mr. Mahoney said.

"If Canadian steelworkers are turning out steel more efficiently, why shouldn't Canadian metal fabricators and Canadian consumers see some of the savings passed on in the form of lower prices," he said.

The union had several times offered to modify wage demands in return for reductions in the price of steel, he said, and he complained of the lack of consultation between employers and employees in the industry about economic matters and objectives.

In many countries of Western Europe, he said, there was such consultation, and "we in this country must develop techniques which will enable workers to participate with management in the planning and decision-making processes of industry."

Mr. Mahoney called for more political action by organized labour. "Only direct action by labour can balance the direct action by capital which is so obvious in Canadian political lfe," he said.

### International President

David McDonald, International President of the United Steelworkers, in a tape-recorded message to the conference, implied that international unions in the United States should allow the Canadian Labour Congress exclusive jurisdiction over labour matters in Canada.

"We accept and respect the authority of our AFL-CIO in U.S. matters. We accept and respect the authority of the Canadian Labour Congress in Canadian matters," he said.

"We respectfully suggest to all other international unions that they should study the successful results of such a policy, results which show clearly in the size and growth of the Canadian section of the United Steelworkers."

### Charles Millard

Charles H. Millard, former national director of the Steelworkers who retired in 1956 and is now one of the three Government-appointed trustees of the Canadian maritime transportation unions, was warmly greeted by the convention. He was given a vote of confidence in his ability to restore the Seafarers' International Union of Canada to the ranks of democratic trade unionism.

Making his first appearance before a labour group since his retirement, Mr. Millard said, "I'm sure the seamen of Canada will take their place in the forefront of the nation's labour movement if given a little time and co-operation."

He said that Canadian seamen had had a rough time during the past 20 years. "Under the trusteeship, we are going to put the interest of seamen first," he continued. "This may take a little time, a little retraining and a little development work. But I have confidence that we are dealing with the same kind of people as steelworkers, auto workers or packinghouse workers."

# Annual Report for 1962 of the British Chief Inspector of Factories

*Reversing upward trend of preceding three years, number of reportable accidents under Factories Act declined in 1962*
*Number of industrial fatalities smaller than in 1960 or 1961*

The 1962 Annual Report of Britain's Chief Inspector of Factories discusses a number of matters, including the new Offices, Shops and Railway Premises Act, 1963; the Non-ferrous Metals (Melting and Founding) Regulations, 1962; a special survey to determine what percentage of reportable accidents is reported; special safety reports concerning the iron and steel, non-ferrous metals, and printing industries; new construction regulations; and safety education. The Report makes the usual review of industrial injuries and efforts to prevent them.

Reversing the upward trend of the preceding three years, there was a decline during 1962 of 1.2 per cent, to 190,158, in the total number of reported accidents* in establishments governed by the Factories Act. The number of fatal accidents, 668, was less than in 1960 or 1961.

Although there was a decline of 2.5 per cent in reported accidents in factories and of 3.5 per cent at docks, wharves, quays and warehouses, there was a partially offsetting increase of 8.5 per cent in construction. Fatalities in factories dropped by 17 but rose by the same number in construction.

* An accident must be reported if an employed person is killed or is disabled for more than three days from earning full wages at his job.

A special survey designed to test the reliability of official accident statistics was made in co-operation with the Ministry of Pensions and National Insurance by checking claims for industrial injury benefit by workers subject to the Factories Act. The survey revealed that about 40 per cent of reportable factory accidents and more than 50 per cent of reportable accidents on construction sites had not been reported to the factory inspectorate—which raises a question concerning the extent of accident reporting in other jurisdictions.

Despite the understatement in accident totals, however, an examination of unreported accidents disclosed that, in general, the pattern of causation and types of injury conforms to that of the reported accidents. Consequently, the main features of the statistics in the 1962 report and those of previous years are not distorted. A considered review of the results and implications of this survey will be included in the 1963 report.

A chapter on statistics and trends again provides analyses of accident statistics relating to: industry generally; factories; construction work; docks, wharves, quays and warehouses; accident frequency rates; electrical accidents; and dangerous occurrences.

A series of appendices giving detailed accident statistics is included, as in previous years, but with more emphasis on machinery, transport and electrical accidents.

## REVIEW OF THE YEAR

The chapter of the Report headed "Review of the Year" reviews the main activities and developments during 1962 in industrial safety—except safety education and training—and, briefly, industrial health. A more comprehensive review of industrial health matters, however, is contained in the Annual Report on Industrial Health (see following article).

### Safety Activities in Industry

The Ministry of Labour began in 1961, and continued in 1962, approaches to industry to obtain information about existing safety organizations, to improve liaison with those industries with effective safety organizations and promote the development of safety organizations that were less effective, and to encourage the formation of new safety organizations where none existed. By the end of 1962, this program had covered about 75 per cent of the manufacturing industries.

The report gives a brief account of safety activities in particular industries, dealing specifically wih aluminum, cement, iron and steel, non-ferrous metals, rubber, and die casting.

A number of important safety publications were issued during the year by safety associations in these industries, including a comprehensive report on "Road and Rail Safety in the Iron and Steel Industry" by the Accident Prevention Advisory Committee of the British Iron and Steel Federation.†

This Committee, in co-operation with the British Iron and Steel Research Association and the British Boot, Shoe and Allied Trades Research Association, also conducted experiments in the provision of adequate instep protection. It is considered that such protection would eliminate about 12 per cent of foot injuries.

In the non-ferrous metals industry, reference is made to a "Safety Manual" being prepared by the Accident Prevention Committee of the British Non-ferrous Metals Federation.*

### Construction Industries

In March 1962, the Construction (General Provisions) Regulations, 1961, and the Construction (Lifting Operations) Regulations, 1961, came into operation, extending the Building (Safety, Health and Welfare) Regulations, 1948, to works of engineering construction. An important feature of these regulations is the requirement that building and civil engineering construction firms employing more than 20 persons must employ an experienced safety supervisor.

Crane accidents on construction sites present a serious problem. Investigation of these accidents has emphasized the importance of the competence and qualifications of persons responsible for installing or controlling cranes, and of the supply of essential information to them.

The Construction (Lifting Operations) Regulations, 1961, require certain cranes to be fitted with automatic safe load indicators of types approved by the chief inspector.

### Foundries

The new Non-ferrous Metals (Melting and Founding) Regulations, 1962, provide for the safety, health and welfare of employees engaged in melting and founding of non-ferrous metals. This Code deals not only with non-ferrous foundries, but also with the melting of non-ferrous metals in factories.

† British Iron and Steel Federation, Steel House, Tothill Street, London, S.W.1.

* British Non-ferrous Metals Federation, 6 Vicarage Road, Birmingham, 15.

In November 1962, an advisory booklet "Improving the Foundry Environment."† was published. It gives general guidance on the working environment, describing important measures for the suppression, elimination and control of dust and fumes. An appendix lists 56 original papers and reports of the Joint Standing Committee on Safety, Health and Welfare Conditions in Non-ferrous Foundries on various aspects of the subject.

### Guarding of Paper-Cutting Guillotines

The report discusses the advantages of photo-electric devices in the guarding of paper-cutting guillotines. It refers to a statement on this subject, prepared by the Safety Sub-Committee of the British Federation of Master Printers‡ in collaboration with the Factory Inspectorate, and published in 1962. This statement, available from the Federation, includes a detailed specification for photo-electric devices.

### Machine Controls

Unsuitable or inappropriately placed machine controls, states the chief inspector, are often a factor in accidents occurring at machinery and other power operated plant. He mentions a recent survey of 340 accidents where it was considered that machine controls had a bearing. In 221 of these cases it appeared that an improved method of machine control, or a better position of the control, would have prevented the accident.

It was also found that accidents in which machine controls were a factor more frequently involved certain types of machine, notably power presses, lathes, printing machines, paper reeling and slitting machines, conveyors, drilling and boring machines, looms, and internal factory transport and self-propelled machines.

In 231 cases, the operation of the machine controls or the controls themselves were a factor in causing the accident. Inadvertent operation of the control by the operator, accounting for 37 per cent of these accidents, was by far the most frequent cause.

### Offices, Shops and Railway Premises Act, 1963

The Offices, Shops and Railway Premises Act, 1963 was introduced in 1962. The main dates on which its provisions will come into force are May 1 and August 1, 1964. It provides for the health, safety and welfare of more than eight million persons employed in offices, shops and certain railway premises.

Local authorities will be responsible for inspection of most offices and shops; the fire authority, for fire precautions. The Factory Inspectorate will inspect offices and shops in factories, railway premises, premises occupied by the United Kingdom Atomic Energy Authority and local authorities, and premises owned or occupied by the Crown. Inspectors of Mines and Quarries will be responsible for inspection of offices and shops in mines and quarries.

The Act includes general provisions dealing with cleanliness, overcrowding, temperature, ventilation, lighting, sanitary conveniences, washing facilities, first aid, fencing of exposed parts of machinery, and the training and supervision of young persons working at dangerous machinery. The Minister of Labour may, by regulations, supplement or specify standards for many of these general requirements. Authority to issue regulations is also given on other matters such as control of noise and vibrations. The Act includes provisions relating to fire precautions and the issue of fire certificates respecting certain premises (certifying that adequate means of escape in case of fire are available for workers employed therein).

The Minister may exempt classes of premises from certain provisions by order, and enforcing authorities may exempt individual premises from these provisions.

## SAFETY EDUCATION

Safety education, the chief inspector points out, is a question not only of training young persons and new entrants, but also of ensuring that all levels of management as well as junior supervisors are equipped to play their respective roles in the safety program. In this respect, it is vital that supervisors' own training has developed an attitude of mind that ensures that they consider the safety aspects of any job that has to be done.

### Safety Education in Schools and Colleges

The schools can play an important part in promoting safe work habits. With the object of promoting early safety education, there is close liaison between the Ministry of Labour and the Ministry of Education and the Scottish Education Department.

Administrative Memoranda on Industrial Safety and the Education Service, published by these Ministries, point out that the func-

† Safety, Health and Welfare New Series Booklet No. 17. Her Majesty's Stationery Office, York House, Kingsway, London, W.C.2. Price 4s. 5d.

‡ British Federation of Master Printers, 11, Bedford Row, London, WC. 1.

tion of the schools in safety is not to reproduce industrial conditions, but to educate children in safe methods of doing work and of using tools and household appliances, thus developing safe working habits as a basis for subsequent training and experience.

In some regions in England and Scotland, school inspectors and factory inspectors have arranged short courses on accident prevention for school and college teachers.

An increasing number of universities and technical colleges are setting up safety committees whose object is to ensure the safe operation of their workshops and laboratories.

### Safety Education of Young Persons

Although educational institutions have an important contribution to make, the main responsibility for safety training rests upon industry. There are a number of factors, states the chief inspector, that make young persons more vulnerable to accidents, including: ignorance of factory conditions and hazards; lack of instruction in the safe way of doing a job, which may result in their doing it the wrong way; resentment of discipline, which may lead to horseplay; disregard of safety precautions because they think this is a sign of maturity.

Accidents to young persons continue to be a much higher proportion of the total; many of them occur on unguarded machines. Factors contributing to these accidents include: failure to give young persons adequate information about a machine and the precautions to be taken, entrusting the training of others to inexperienced young persons, and failure to stress the importance of stopping and isolating machinery before cleaning or adjusting it. In addition, lack of continuing supervision of safety training of young persons is an invitation to injury.

Some of the larger firms, realizing the importance of systematic induction, training and supervision, integrate safety training of young persons with general training given in the shop. In this regard, the report stresses the importance of the role of the supervisor and that of the adult operative with whom the new entrant is put to work.

Larger firms with apprentice training schools have an excellent opportunity to provide sound safety training. Where it is difficult to provide safety training in a particular craft, group schemes are suggested. One co-operative apprentice scheme in the engineering industry, designed for firms too small to provide full apprentice training individually, makes systematic transfers of trainees from one factory to another in the area.

The chief inspector states that the safety training of young persons on unskilled and semi-skilled work is especially neglected by employers. Unless the attitude of these employers can be changed, little reduction in the accident rate can be expected.

One of the most difficult areas in which to provide planned training for young persons is in small firms where limited numbers are employed. The report refers to joint approaches to solve this problem in the cotton industry and in the iron and steel industry.

### Safety Education of Adult Workers

Although the report emphasizes the importance of safety training for young persons, it points out that it is necessary for older workers, too, particularly immigrants, married women returning to the labour force, and workers transferring to other industries.

An excellent development, states the chief inspector, is that of providing safety training either in the factory or at a training centre for persons doing particular jobs, such as crane drivers and slingers, fork-lift truck drivers, and material handlers.

### Safety Training for Foremen and Supervisors

Foremen and supervisors play a key role in the safety training program, and success cannot be achieved unless they are adequately trained for it. The importance of such training, states the report, is being increasingly recognized.

Evidence of this recognition is shown by the fact that accident prevention committees in certain industries have arranged systematic instruction for foremen and supervisors. The Birmingham and District Industrial Safety Group provides a series of safety courses, and many colleges of further education have included courses on accident prevention.

There are also safety training courses held by certain firms for large numbers of foremen. Then, too, there are the Training Within Industry Courses in Job Safety provided by the Ministry of Labour. From 1957 to 1962, some 31,000 supervisors have taken these courses, and 900 instructors from individual firms have attended courses designed to equip them to train supervisors.

## ANNUAL REPORT ON INDUSTRIAL HEALTH

The Annual Report of the Chief Inspector of Factories on Industrial Health, 1962, again comprises three main chapters: review of the year; industrial diseases, poisoning and gassing; and a special discussion on the early notification of industrial disease.

Durng the year legislative developments included the making of the Non-ferrous Metals (Melting and Founding) Regulations, 1962. Progress was made on regulations concerning hazards presented by lead, ionizing radiations, mercury and anthrax.

The Non-ferrous (Melting and Founding) Regulations, 1962 lay down standards for factories where workers are engaged in melting and founding of non-ferrous metals, including the following matters: cleanliness of floors; storage of gear and materials; provision of gangways and pouring aisles; maintenance of ventilating plant; provision and use of protective clothing; construction of floors; elimination, suppression and control of dust and fumes; temperature of workrooms; washing facilities, accommodation for clothing; and facilities for meals.

### Noise in Industry

The report refers to a three-year program of research, to start early in 1963, into the effects of industrial noise on workers' hearing. The research team would examine certain particularly noisy industries or processes and the effects on their workers. This is a joint program by the National Physical Laboratory, the Wernher Research Unit on Deafness of the Medical Research Council, and the Ministry of Labour.

In 1960, the Committee on the Problem of Noise was appointed under the Chairmanship of Sir Alan Wilson. One of the results of their investigations is the publicaton of a booklet, *Noise and the Worker,** which gives present knowledge on the subject, and discusses measures to prevent deafness due to industrial noise.

### Other Matters

The report includes a discussion of developments concerning industrial health and hygiene services, referring particularly to two non-profit group industrial health services established during the year. It also mentions a booklet published by the Ministry of Labour in 1962, "Organization of Industrial Health Services".†

At the end of 1962, the Joint Standing Committee for the Pottery Industry, which was established to advise the Ministry of Labour on health, safety and welfare matters in the industry, published an important report, making recommendations concerning "Dust Control in Potteries".‡

In 1962 also, the Ministry of Labour was responsible for the publication of a booklet entitled *Industrial Dermatitis: Precautionary Measures*".§ This booklet describes industrial dermatitis, its causes and incidence and advises on its prevention.

## INDUSTRIAL DISEASES, POISONING AND GASSING

One chapter, as in previous years, deals largely with notifiable industrial diseases and reportable gassing accidents. It includes a number of case histories which are intended to provide a guide for preventive action.

The matters discussed are: the work of the Ministry's Pathological Laboratory; lead, arsenical, phosphorus, mercurial, aniline, and chronic benzene poisoning; epitheliomatous and chrome ulceration; compressed air illness; toxic anaemia; overexposure to X-rays; pneumoconiosis; tumour of the urinary tract; and gassing accidents due to carbon dioxide, carbon monoxide, nitrous fumes, sulphuretted hydrogen, and trichloroethylene.

## EARLY NOTIFICATION OF INDUSTRIAL DISEASE

The Factories Act and orders made under it require every medical practitioner to notify the Chief Inspector of Factories of all cases of the following industrial illnesses; lead, phosphorous, arsenical, mercurial, carbon bisulphide, aniline, chronic benzene, and manganese poisoning; anthrax; toxic jaundice; epitheliomatous and chrome ulceration; compressed air illness, and toxic anaemia.

Factory occupiers are required to report these illnesses to the district inspector and the appointed factory doctor. The factory inspectorate is also informed by the Ministry of Pensions and National Insurance of every case of industrial disease where benefit is granted from the industrial injuries fund.

The foregoing procedures channel information on cases of industrial disease to the medical inspector of factories, who

* Safety, Health and Welfare New Series Booklet No. 25, Her Majesty's Stationery Office. Price 1s 6d.

† Safety, Health and Welfare New Series Booklet No. 21, Her Majesty's Stationery Office, Price 2s. 4d.

‡ First Report of the Joint Standing Committee for the Pottery Industry, Her Majesty's Stationery Office. Price 7s.

§ Safety, Health and Welfare New Series Booklet No. 18, Her Majesty's Stationery Office, Price 1s. 6d.

(*Continued on page 519*)

# Latest Labour Statistics

| Principal Items | Date | Amount | Percentage Change From | |
|---|---|---|---|---|
| | | | Previous Month | Previous Year |
| *Total civilian labour force* (a) (000) | May | 6,901 | + 2.0 | + 3.6 |
| Employed (000) | May | 6,608 | + 3.9 | + 4.7 |
| Agriculture (000) | May | 667 | + 11.9 | + 0.5 |
| Non-agriculture (000) | May | 5,941 | + 3.1 | + 5.2 |
| Paid workers (000) | May | 5,415 | + 3.4 | + 5.0 |
| At work 35 hours or more (000) | May | 3,835 | — 29.3 | — 29.4 |
| At work less than 35 hours (000) | May | 2,603 | +234.1 | +253.2 |
| Employed but not at work (000) | May | 170 | + 8.3 | + 21.4 |
| Unemployed (000) | May | 293 | — 27.3 | — 15.3 |
| Atlantic (000) | May | 42 | — 41.7 | — 31.2 |
| Quebec (000) | May | 112 | — 28.2 | — 13.9 |
| Ontario (000) | May | 70 | — 21.4 | — 12.5 |
| Prairie (000) | May | 31 | — 41.5 | — 22.5 |
| Pacific (000) | May | 38 | + 15.2 | + 8.6 |
| Without work and seeking work (000) | May | 281 | — 26.1 | — 14.6 |
| On temporary layoff up to 30 days (000) | May | 12 | — 47.8 | — 29.4 |
| *Industrial employment (1949=100)* | March | 123.4 | + 0.3 | + 4.8 |
| Manufacturing employment (1949=100) | March | 118.4 | + 0.6 | + 5.0 |
| *Immigration* | 1st 3 mos. | 17,546 | — | + 30.8 |
| Destined to the labour force | 1964 | 8,850 | — | + 30.9 |
| *Strikes and Lockouts* | | | | |
| Strikes and lockouts | May | 35 | — 14.6 | — 20.5 |
| No. of workers involved | May | 7,488 | — 13.1 | + 20.5 |
| Duration in man days | May | 63,700 | — 28.4 | +110.2 |
| *Earnings and Income* | | | | |
| Average weekly wages and salaries (ind. comp.) | March | $85.25 | — 0.6 | + 2.8 |
| Average hourly earnings (mfg.) | March | $ 2.01 | + 1.0 | + 4.1 |
| Average hours worked per week (mfg.) | March | 40.7 | — 1.2 | — 0.5 |
| Average weekly wages (mfg.) | March | $81.83 | — 0.3 | + 3.6 |
| Consumer price index (1949=100) | May | 135.6 | 0.0 | + 2.0 |
| Index numbers of weekly wages in 1949 dollars (1949=100) | March | 145.2 | — 0.6 | + 1.5 |
| Total labour income $000,000. | March | 1,840 | + 0.7 | + 8.7 |
| *Industrial Production* | | | | |
| Total (average 1949=100) | April | 212.0 | + 1.3 | + 12.0 |
| Manufacturing | April | 188.0 | + 1.7 | + 11.3 |
| Durables | April | 196.0 | + 1.9 | + 13.6 |
| Non-durables | April | 181.2 | + 1.5 | + 9.3 |
| *New Residential Construction* (b) | | | | |
| Starts | May | 11,334 | + 35.9 | — 9.1 |
| Completions | May | 7,047 | + 5.9 | — 20.8 |
| Under construction | May | 62,592 | + 6.9 | + 6.7 |

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# Employment and Unemployment, May

Employment increased seasonally by an estimated 248,000 to a total of 6,608,000 between April and May.

Unemployment declined by 110,000 to 293,000, about the usual decrease for this time of year.

The labour force increased by 138,000 to 6,901,000, and was 243,000, or 3.6 per cent, higher than in May 1963.

The unemployment rate in May represented 4.2 per cent of the labour force, compared with 5.2 per cent in May 1963 and 5.1 per cent in May 1962. Seasonally adjusted, the May unemployment rate was 4.7 per cent.

### Employment

Employment in all regions reflected the general upswing in seasonal activity. Between April and May, farm employment rose by 71,000.

Non-farm employment increased by 177,000, a rise that also was in line with seasonal expectations. Most of this advance was associated with the spring pickup in manufacturing and construction.

Total employment in May was up 296,000 or 4.7 per cent from the total a year earlier. Year-to-year increases of more than 4 per cent have been recorded in each of the past six months. The average year-to-year increase during the last decade was about 2 per cent. Employment increases continued to be mainly in service, manufacturing and trade.

The April-to-May employment gain was distributed among all age groups. Persons under 25 years of age accounted for 45 per cent of the total advance, a somewhat larger proportion than in most previous years.

Employment of young people also showed a significant increase over the year. In May, 1,436,000 persons aged 14 to 24 years of age were employed, 114,000 more than in May 1963.

Employment was substantially higher than a year ago in all regions. The gain was particualrly noticeable in the Atlantic region.

### Unemployment

Unemployment declined seasonally by 110,000 between April and May. Of the 293,000 unemployed in May, 234,000 were men and 59,000 were women.

Compared with a year earlier, unemployment was down 53,000. The largest decline was among those whose last job was in the primary industries.

Of the total unemployed, some 177,000 had been unemployed for three months or less. The remaining 116,000, or 40 per cent of the total, had been seeking work for four months or more. This group accounted for a somewhat smaller proportion of the total than a year earlier.

**LABOUR MARKET CONDITIONS**

| Labour Market Areas | Labour Surplus | | | | Approximate Balance | | Labour Shortage | |
|---|---|---|---|---|---|---|---|---|
| | 1 | | 2 | | 3 | | 4 | |
| | May 1964 | May 1963 | May 1964 | May 1963 | May 1964 | May 1963 | May 1964 | May 1963 |
| Metropolitan | 2 | 2 | 7 | 9 | 3 | 1 | ..... | ..... |
| Major Industrial | 5 | 7 | 14 | 15 | 7 | 4 | ..... | ..... |
| Major Agricultural | 2 | 2 | 5 | 5 | 7 | 7 | ..... | ..... |
| Minor | 12 | 13 | 27 | 29 | 18 | 15 | ..... | ..... |
| Total | 21 | 24 | 53 | 58 | 35 | 27 | ..... | ..... |

# CLASSIFICATION OF LABOUR MARKET AREAS—MAY

| | SUBSTANTIAL LABOUR SURPLUS | MODERATE LABOUR SURPLUS | APPROXIMATE BALANCE | LABOUR SHORTAGE |
|---|---|---|---|---|
| | Group 1 | Group 2 | Group 3 | Group 4 |
| METROPOLITAN AREAS (labour force 75,000 or more) | St. John's<br>Winnipeg | Calgary<br>Edmonton<br>Halifax<br>Hamilton<br>Montreal<br>→QUEBEC-LEVIS<br>→VANCOUVER-NEW WESTMINSTER-MISSION CITY | →OTTAWA-HULL<br>→TORONTO<br>→WINDSOR | |
| MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity) | Corner Brook<br>Lac St. Jean<br>Rouyn-Val d'Or<br>Shawinigan<br>Sydney | Cornwall<br>Farnham-Granby<br>FT. WILLIAM-<br>→ PT. ARTHUR<br>→JOLIETTE<br>→MONCTON<br>→NEW GLASGOW<br>Niagara Peninsula<br>Oshawa<br>Peterborough<br>→SAINT JOHN<br>Sarnia<br>→SHERBROOKE<br>→TROIS RIVIERES<br>Victoria | →BRANTFORD<br>Guelph<br>→KINGSTON<br>Kitchener<br>London<br>→SUDBURY<br>→TIMMINS-KIRKLAND LAKE | |
| MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture) | Riviere du Loup<br>Thetford-Megantic<br>Ville St. Georges | →CHARLOTTETOWN<br>Lethbridge<br>Prince Albert<br>Red Deer<br>Yorkton | →BARRIE<br>→BRANDON<br>→CHATHAM<br>Moose Jaw<br>→NORTH BATTLEFORD<br>→REGINA<br>→SASKATOON | |
| MINOR AREAS (labour force 10,000 to 25,000) | Bathurst<br>Campbellton<br>Edmundston<br>Gaspe<br>Grand Falls<br>Montmagny<br>Newcastle<br>Okanagan Valley<br>Prince George-Quesnel<br>Quebec North Shore<br>Rimouski<br>St Stephen | Beauharnois<br>→BRACEBRIDGE<br>→BRIDGEWATER<br>→CRANBROOK<br>Chilliwack<br>→DAUPHIN<br>→DAWSON CREEK<br>Drummondville<br>→FREDERICTON<br>→KAMLOOPS<br>→KENTVILLE<br>Lachute-Ste. Therese<br>Lindsay<br>Pembroke<br>Portage la Paririe<br>→PRINCE RUPERT<br>→STE. AGATHE-ST. JEROME<br>St. Jean<br>Sault Ste. Marie<br>Sorel<br>→SUMMERSIDE<br>Trail-Nelson<br>→TRURO<br>Valleyfield<br>→VICTORIAVILLE<br>→WOODSTOCK<br>→YARMOUTH | →BRAMPTON<br>→BELLEVILLE-TRENTON<br>Central Vancouver Island<br>→DRUMHELLER<br>Galt<br>Goderich<br>Listowel<br>→MEDICINE HAT<br>→NORTH BAY<br>→OWEN SOUND<br>→ST. HYACINTHE<br>St. Thomas<br>→SIMCOE<br>Stratford<br>Swift Current<br>Walkerton<br>Weyburn<br>Woodstock-Tillsonburg | |

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

# Progress in Rehabilitation

*Provinces report that 2,134 persons reached rehabilitation status in 1963-64; total reported since 1957 is now 11,923*

The number of persons reported by provincial authorities to have reached "rehabilitation status" on which it has been possible to get full details increased sharply in 1963-64. These reports are completed after active rehabilitation services have terminated and after a suitable period of follow-up.

The total of 2,134 cases reported in 1963-64 is an increase of more than 18 per cent since 1962-63 and of more than 113 per cent over the number in 1957, the first year for which figures are available.

Of the 2,134 rehabilitated persons in 1963-64, more than 70 per cent were dependent on relatives or public assistance; there were 1,684 dependents. The cost to the public purse was estimated to be approximately $1,363,000 annually.

After rehabilitation, the estimated total annual income for the group is approximately $4,245,000. The contribution of some 85 housewives and homemakers is in addition to this.

Since 1957 the number of rehabilitated persons reported has grown to 11,923. It is estimated that the annual cost of public support, if they had not been rehabilitated, would be approximately $7,893,000, and the accumulative cost of support from the time of their rehabilitation to the present, about $32,378,000. Instead of this outlay of funds, the group is estimated to be earning more than $22,000,000 annually and to have earned since their rehabilitation approximately $85,000,000.

After their rehabilitation, 1,710 of those rehabilitated in 1963-64 became regularly employed in business or industry; 75 set up in business for themselves; 89 entered sheltered employment; 78 were enabled to undertake some homebound employment, and another 85 resumed their responsibilities as housewives and homemakers. Ninety-seven of the severely disabled were helped to the stage where they could undertake their own care.

Before their acceptance for rehabilitation service, 754 of these persons had never been employed. Of the remainder, 334 had previous experience at unskilled work, 130 at semi-skilled work and 158 at skilled work. One hundred and thirty-four had worked previously in agriculture, fishing or forestry, 167 in service occupations and 250 in sales and clerical work; 67 had had experience in the professional or managerial field; 116 had been housewives. For 24, information on their employment experience was lacking.

After rehabilitation, 148 are now employed in the professional or managerial field; 525 in sales and clerical work, 371 in service occupations, 72 in agriculture, fishing or forestry, 297 as skilled workmen, 266 semi-skilled and 275 in unskilled work. Eighty-five are housewives or homemakers, and 95 are rehabilitated to self-care.

**Disabilities**—These 2,134 rehabilitated persons suffered from a variety of disabling conditions. Almost one third of them had amputations or other orthopaedic handicaps.

The group suffering from tuberculosis, which accounted for the highest proportion (27 per cent of all cases) in 1957-58, dropped to fifth place (almost 12 per cent) in 1963-64.

The increasing effort on behalf of mentally ill and mentally retarded is reflected in the higher percentage of the neuro-psychiatric group among those rehabilitated.

**Percent in Major Disability Groups**

| | *1957-58* | *1963-64* |
|---|---|---|
| Amputations | 6 | 6 |
| Neuro Muscular Skeletal Impairments | 19 | 25 |
| Deaf and Hearing Impairments | 3 | 13 |
| Blind and Visual Impairments | 18 | 14 |
| Neurological Impairments | 14 | 7 |
| Tuberculosis and Respiratory Disorders | 27 | 12 |
| Cardio-vascular Diseases | 3 | 4 |
| Neuro-psychiatric Disorders | 5 | 16 |
| Other Disabling Conditions | 5 | 3 |

In addition to medical, social and vocational assessment and counselling, a variety of treatment services were provided to almost half of those rehabilitated during the year, and prosthetic appliances and devices were supplied to 266.

A study of their educational qualifications shows that 1,152 had not gone beyond elementary school and 252 of these had not gone beyond Grade 4. Only 78 had continued their education beyond high school

*(Continued on page 508)*

# Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

## Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

| Company and Location | Union |
|---|---|
| Abitibi Power & Paper, northern Ontario | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Atlantic Sugar Refineries, St. John, N.B. | Bakery Wkrs. (CLC) |
| B.C. Hydro & Power Authority | Street Railway Empl. (AFL-CIO/CLC) |
| Campbell Chibougamau Mines, Chibougamau, Que. | Steelworkers (AFL-CIO/CLC) |
| Canada Wire & Cable, Leaside, Ont. | U.E. (Ind.) |
| Consolidated Paper, Les Escoumins, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| Consolidated Paper, Ste. Anne de Portneuf, Que. | Pulp & Paper Wkrs. Federation (CNTU) |
| Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que. | Clothing Wkrs. Federation (CNTU) |
| Dominion Glass, Redcliff, Alta. | Glass & Ceramic Wkrs. (AFL-CIO/CLC) |
| Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont. | Carpenters (Lumber & Sawmill Wkrs.) AFL-CIO/CLC) |
| Great Lakes Paper, Fort William, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Interior Forest Labour Relations Assn., southern B.C. | Woodworkers (AFL-CIO/CLC) |
| McCormick's Ltd., London, Ont. | Millers (AFL-CIO/CLC) |
| Northern Forest Products, Port Arthur, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Northern Interior Lumbermen's Assn., B.C. | Woodworkers (AFL-CIO/CLC) |
| Okanagan Shippers' Assn., Okanagan Valley, B.C. | CLC-chartered local |
| Spruce Falls Power & Paper, Kapuskasing, Ont. | Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC) |
| Sask. Wheat Pool (Country Elevator Div.), Sask. | Sask. Wheat Pool Empl. (CLC) (operating empl.) |

## Part II—Negotiations in Progress During May

(except those concluded in May)

**Bargaining**

| Company and Location | Union |
|---|---|
| Algoma Ore Properties, Wawa, Ont. | Steelworkers (AFL-CIO/CLC) |
| Algoma Steel, Sault Ste. Marie, Ont. | Steelworkers (AFL-CIO/CLC) |
| Aluminum Co. of Canada, Arvida & other centres, Que. | Metal Trades' Federation (CNTU) |
| Aluminum Co. of Canada, Ile Maligne, Que. | Metal Trades' Federation (CNTU) |
| Aluminum Co. of Canada, Shawinigan, Que. | Metal Trades' Federation (CNTU) |
| Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld. | Carpenters (AFL-CIO/CLC) (loggers) |
| Associated Clothing Mfrs., Montreal, Que. | Amalgamated Clothing Wkrs. (AFL-CIO/CLC) |
| Assn. Patronale du Commerce (hardware), Quebec, Que. | Commerce & Office Empl. (CNTU) |
| B.C. Telephone | B.C. Telephone Wkrs. (Ind.) |
| Burns & Co. (Eastern), Kitchener, Ont. | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Burns & Co. (6 plants), western Canada | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Canada Building Materials & others, Toronto, Ont. | Teamsters (Ind.) |
| Canada Packers (8 plants), Canada-wide | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Canada Safeway, Dominion Stores, I.G.A., Loblaws & others, B.C. | Retail Clerks (AFL-CIO/CLC) |
| Canada Safeway, Loblaws, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C. | Butcher Workmen (AFL-CIO/CLC) |
| Cdn. British Aluminum, Baie Comeau, Que. | Metal Trades' Federation (CNTU) |
| Cdn. Celanese, Drummondville, Que. | Textile Wkrs. Union (AFL-CIO/CLC) |
| Cdn. Celanese, Sorel, Que. | Textile Wkrs. Union (AFL-CIO/CLC) |
| CPR, system-wide | Locomotive Firemen & Enginemen (AFL-CIO/CLC) |
| Cdn. Vickers (Engineering Div.), Montreal, Que. | Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others |
| Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man. | Brewery Wkrs. (AFL-CIO/CLC) |

| Company and Location | Union |
|---|---|
| Cascapedia Mfg. & Trading, Gaspe Peninsula, Que. | Bush Wkrs., Farmers' Union (Ind.) |
| Cloak Mfrs. Assn., Toronto, Ont. | Ladies' Garment Wkrs. (AFL-CIO/CLC) |
| Cluett Peabody, Kitchener & Stratford, Ont. | Amalgamated Clothing Wkrs. (AFL-CIO/CLC) |
| Coal Operators' Assn., Alta. & B.C. | Mine Wkrs. (Ind.) |
| Courtaulds Canada, Cornwall, Ont. | Textile Wkrs. Union (AFL-CIO/CLC) |
| Dominion Engineering, Lachine, Que. | Machinists (AFL-CIO/CLC) |
| Domtar Newsprint, Dolbeau, Que. | Bush Wkrs., Farmers' Union (Ind.) |
| Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont. | Papermakers (AFL-CIO/CLC) & Pulp &Paper Mill Wkrs. (AFL-CIO/CLC) |
| Eastern Canada Stevedoring, Halifax, N.S. | Railway Clerks (AFL-CIO/CLC) |
| E. B. Eddy, Hull, Que. | Papermakers (AFL-CIO/CLC), Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Edmonton City, Alta. | IBEW (AFL-CIO/CLC) |
| Edmonton City, Alta. | Public Empl. (CLC) (clerical empl.) |
| Edmonton, City, Alta. | Public Empl. (CLC) (outside empl.) |
| Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. | Marine Wkrs. (CLC) |
| Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. | Textile Wkrs. Union (AFL-CIO/CLC) |
| Hôpital Notre Dame, Montreal, Que. | Service Empl. Federation (CNTU) |
| Hôpital Ste-Jeanne-d'Arc, Montreal, Que. | Service Empl. Federation (CNTU) |
| Hôpital Ste-Justice, Montreal, Que. | Service Empl. Federation (CNTU) |
| Hospitals (7), Montreal & other centres, Que. | Service Empl. Federation (CNTU) |
| Hôtel Dieu de Montréal, Montreal, Que. | Service Empl. Federation (CNTU) |
| Hydro-Electric Power Commission of Ontario | Public Empl. (CLC) |
| Imperial Tobacco & subsidiaries, Ont. & Que. | Tobacco Wkrs. (AFL-CIO/CLC) |
| John Murdock, St. Raymond, Que. | Bush Wkrs., Farmers' Union (Ind.) |
| Kelly, Douglas & Co., Vancouver & other centres, B.C. | Empl. Assn. (Ind.) |
| Kimberly-Clark Paper, Terrace Bay, Ont. | Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC) |
| Ladies Cloak & Suit Mfrs. Council, Montreal, Que. | Ladies' Garment Wkrs. (AFL-CIO/CLC) |
| Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que. | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Manitoba Telephone | Man. Telephone Assn. (Ind.) (clerical & maintenance empl.) |
| Montreal General Hospital, Montreal, Que. | Service Empl. Federation (CNTU) |
| Montreal Transportation Commission, Montreal, Que. | Railway Transport & General Wkrs. (CLC) |
| Motor Transport Industrial Relations Bureau (car carriers), Que. & Ont. | Teamsters (Ind.) |
| New Brunswick Telephone | IBEW (AFL-CIO/CLC) (traffic empl.) |
| N. M. Paterson & Sons, Ont. & Que. | Seafarers (AFL-CIO) |
| Ontario-Minnesota Paper, Fort Frances & Kenora, Ont. | Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Ottawa City, Ont. | Public Empl. (CLC) |
| Pacific Press, Vancouver, B.C. | Newspaper Guild (AFL-CIO/CLC) |
| Provincial Paper, Thorald, Ont. | Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Quebec City, Que. | Municipal & School Empl. Federation (Ind.) (inside empl.) |
| Quebec City, Que. | Municipal & School Empl. Federation (Ind.) (outside empl.) |
| RCA Victor, Montreal, Que. | IUE (AFL-CIO/CLC) |
| Rolland Paper, Mont Rolland & St. Jerome, Que. | Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) |
| Royal Victoria Hospital, Montreal, Que. | Service Empl. Federation (CNTU) |
| Shawinigan Water & Power, province-wide, Que. | Public Service Empl. Federation (CNTU) |
| Stelco (Canada Works), Hamilton, Ont. | Steelworkers (AFL-CIO/CLC) |
| Stelco (Hamilton Works), Hamilton, Ont. | Steelworkers (AFL-CIO/CLC) |
| Stelco, Montreal, Que. | Steelworkers (AFL-CIO/CLC) |
| Swift Cdn. (6 plants), Canada-wide | Packinghouse Wkrs. (AFL-CIO/CLC) |
| Tamper Limited, Lachine, Que. | IUE (AFL-CIO/CLC) |
| Toronto City, Ont. | Fire Fighters (AFL-CIO/CLC) |
| Toronto City, Ont. | Public Empl. (CLC) (inside empl.) |
| Toronto Metro., Ont. | Public Empl. (CLC) (inside empl.) |
| TCA, Canada-wide | Machinists (AFL-CIO/CLC) |
| United Keno Hill Mines, Elsa, Y. T. | Mine, Mill & Smelter Wkrs. (Ind.) |
| University of Saskatchewan, Saskatoon, Sask. | CLC-chartered local |

**Conciliation Officer**

| | |
|---|---|
| Aluminum Co. of Canada, Kingston, Ont. | Steelworkers (AFL-CIO/CLC) |
| Assn. Patronale des Mfrs. de Chaussures, Quebec, Que. | Leather & Shoe Wkrs. Federation (CNTU) |
| Auto dealers, garages (various), Vancouver, B.C. | Machinists (AFL-CIO/CLC) |

| Company and Location | Union |
|---|---|
| B.C. Hotels Assn., Vancouver, B.C. | Hotel Empl. (AFL-CIO/CLC) |
| Canada Steamship Lines, Ont. & Que. | Railway Clerks (AFL-CIO/CLC) |
| CBC, company-wide | Moving Picture Machine/Operators (AFL-CIO/CLC) |
| Cdn. General Electric, Cobourg & Oakville, Ont. | IUE (AFL-CIO/CLC |
| Cdn. General Electric, Montreal & Quebec, Que. | IUE (AFL-CIO/CLC |
| CNR, Western Reigon | Locomotive Engineers (Ind.) |
| CPR, system-wide | Trainmen (AFL-CIO/CLC) (dining car staff) |
| Cdn. Vickers, Montreal, Que. | Metal Trades' Federation (CNTU) |
| Cdn. Westinghouse, Hamilton, Ont. | UE (Ind.) |
| Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C. | Pulp & Paper Wkrs. of Canada (Ind.) |
| Collingwood Shipyards, Collingwood, Ont. | Steelworkers (AFL-CIO/CLC) |
| Davie Shipbuilding, Lauzon, Que. | Metal Trades' Federation (CNTU) |
| Dominion Stores, Hamilton & other centres, Ont. | Retail, Wholesale Empl. (AFL-CIO/CLC) |
| Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que. | Textile Federation (CNTU) |
| Dominion Textile, Montreal, Que. | United Textile Wrks. (AFL-CIO/CLC) |
| Dupuis Freres, Montreal, Que. | Commerce & Office Empl. (CNTU) |
| Forest Industrial Relations, B.C. coast | Woodworkers (AFL-CIO/CLC) |
| Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que. | Clothing Workers' Federation (CNTU) |
| International Nickel, Thompson, Man. | Steelworkers (AFL-CIO/CLC) |
| Manitoba Telephone | IBEW (AFL-CIO/CLC) (traffic empl.) |
| Montreal Cottons, Valleyfield, Que. | United Textile Wkrs. (AFL-CIO/CLC) |
| Power Super Markets, Hamilton, Oshawa & Toronto, Ont. | Butcher Workmen (AFL-CIO/CLC) |
| Spruce Falls & Kimberly-Clark, Kapuskasing, Ont. | Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others |
| Toronto City, Ont. | Public Empl. (CLC) (outside empl.) |
| Toronto Metro., Ont. | Public Empl. (CLC) (outside empl.) |
| **Conciliation Board** | |
| Bakeries (various), Greater Vancouver, B.C. | Bakery Wkrs. (CLC) |
| CNR, CPR & other railways | 15 unions (non-operating empl.) |
| Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C. | Mine, Mill & Smelter Wkrs. (Ind.) |
| Fisheries Assn. & Cold Storage Cos., B.C. | United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.) |
| Hollinger Gold Mines, Timmins, Ont. | Steelworkers (AFL-CIO/CLC) |
| McIntyre Porcupine Mines, Schumacher, Ont. | Steelworkers (AFL-CIO/CLC) |
| **Post-Conciliation Bargaining** | |
| Cdn. General Electric, Guelph, Peterborough & Toronto, Ont. | UE (Ind.) |
| **Arbitration** | |
| Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que. | Service Empl. Federation (CNTU) |
| Hospitals (13), Montreal & other centres, Que. | Service Empl. Federation (CNTU) (registered nurses) |
| Hotel Dieu St. Vallier, Chicoutimi, Que. | Service Empl. Federation (CNTU) |
| **Work Stoppage** | |
| Nfld. Employers' Assn., St. John's, Nfld. | Longshoremen's Protective Union (Ind.) |

## Part III—Settlements Reached During May 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximately.)

ACME, BORDEN'S & OTHER DAIRIES, TORONTO, ONT.—TEAMSTERS (IND.): 2-yr. agreement covering 1,300 empl.—wage increases of $2 a wk. retroactive to Jan. 1, 1964 and $2 a wk. eff. Jan. 1, 1965, for outside empl.; wage increases of $2.50 a wk. retroactive to Jan. 1, 1964 and $2 a wk. eff. Jan. 1, 1965 for inside empl.; employer contribution toward welfare to be increased by $1.50 a wk.; minimum rate for retail route salesman after Jan. 1, 1965 will be $82 a wk.; agreement to expire Dec. 31, 1965.

AUTOMATIC ELECTRIC, BROCKVILLE, ONT.—IUE (AFL-CIO/CLC): 2-yr. agreement covering 630 empl.—settlement pay of $25 prorated; general wage increases of 3% eff. May 17, 1964 and 3% eff. May 16, 1965; 3 wks. vacation after 12 yrs. of service in 1964 (formerly after 15 yrs.) and after 10 yrs. of service in 1965; bereavement leave of 3 days in the event of death of wife, husband, child or parents (formerly 2 days) and 2 days in the event of death of in-laws (formerly 1 day); employer to pay increases in premiums for hospital insurance eff. July 1, 1964; rate for sweeper after May 16, 1965 will be $1.72 an hr.; agreement to expire May 11, 1966.

CHILDREN'S OUTERWEAR MANUFACTURERS' ASSN.—AMALGAMATED CLOTHING WORKERS (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 7½¢ an hr. eff. April 1, 1964 and 2½¢ an hr. eff. January 1, 1966; 6 paid holidays (previously 3); 2 wks. vacation (formerly

1 wk.) after 2 yrs of service; employer contributions toward new welfare plan that includes group life insurance, hospital, medical and surgical insurance; agreement to expire March 31, 1967.

G. T. Davie & Sons, Lauzon, Que.—Metal Trades' Federation (CNTU): 3-yr. agreement covering 600 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 5¢ an hr. Eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; 1 wk. plus 2 to 4 days vacation after 2 to 4 yrs. of service, 2 wks. vacation after 5 yrs. of service, 2 wks. plus 1 to 4 days vacation after 6 to 9 yrs. of service, and 3 wks. vacation after 10 yrs. of service; company to contribute 4¢ an hr. toward pension plan eff. Jan. 1, 1966; rate for labourer after Jan. 1, 1966 will be $2.06 an hr.; agreement to expire Dec. 31, 1966.

Dominion Corset, Quebec, Que.—Empl. Assn. (Ind.): terms of settlement not immediately available.

Domtar Pulp & Paper, East Angus, Que.—Pulp & Paper Workers' Federation (CNTU): 2-yr. agreement covering 560 empl.—wage increases of 5¢ an hr. eff. May 1, 1964 and 5¢ an hr. eff. May 1, 1965; additional classification adjustments; evening and night shift premiums increased to 7¢ and 12¢ respectively (previously 5¢ and 10¢); rate for labourer after May 1, 1965 will be $2.05 an hr.; agreement to expire April 30, 1966.

Domtar Pulp and Paper (Kraft & Boxboard Div.), Windsor, Que.—Pulp and Paper Workers' Federation (CNTU): 2-yr. agreement covering 1,000 empl.—wage increases of 5¢ an hr. eff. May 1, 1964 and 5¢ an hr. eff. May 1, 1965; additional classification adjustments; evening and night shift premiums increased to 7¢ and 12¢ respectively (previously 6¢ and 11¢); rate for labourer after May 1, 1965 will be $2.05 an hr.; agreement to expire April 30, 1966.

Manitoba Rolling Mill, Selkirk, Man.—Steelworkers (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—wage increases of 8¢ an hr. eff. May 17, 1964 and 6¢ an hr. eff. May 17, 1965; group life insurance to be increased to $4,000 in 1965; weekly sickness indemnity of $40 to be payable up to 26 wks.; rate for labourer after May 17, 1965 will be $1.99 an hr.; agreement to expire May 25, 1966.

Maritime Tel. & Tel., Halifax, N.S.—IBEW (AFL-CIO/CLC) (traffic empl.): 1-yr. agreement covering 730 empl.—wage increases of 75¢ a wk. on starting rates and of $2.25 a wk. on maximum rates; 2 wks. vacation after 1 yr. of service and 3 wks. vacation after 15 yrs. of service maintained; winter vacation bonus for vacation taken between November 1 and April 30—1 wk. of a 2- or 3-wk. vacation to be extended by 2 days; 2 wks. of a 3-wk. vacation to be extended by 4 days; complete 2- or 3-wk. vacation to be extended by 5 days; 4 wks. vacation after 24 yrs. of service (formerly after 35 yrs.); rate for operator $57.75 a wk.; agreement to expire Sept. 22, 1964.

Moirs Limited & Moirs Sales, Halifax, N.S.—Teamsters (Ind.) & Bakery Wkrs. (CLC): 2-yr. agreement covering 600 empl.—general wage increases of 4¢ an hr. retroactive to Feb. 15, 1964, 3¢ an hr. eff. Feb. 15, 1965 and 2¢ an hr. eff. Aug. 15, 1965; Boxing Day to be eighth paid holiday; rate for labourer after Aug. 15, 1965 will be $1.27 an hr.; agreement to expire Feb. 15, 1966.

Philips Electronics, Leaside, Ont.—IBEW (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 4¢ to 9¢ an hr. retroactive to April 1, 1964 and 4¢ to 9¢ an hr. eff. April 1, 1965; 4 wks. vacation after 25 yrs. of service (no previous provision); weekly sickness and accident indemnities to range from $30 to $50 (formerly $30 to $35); minimum pension to be $50 a mo.; rate for labourer after April 1, 1965 will be $1.83 an hr.; agreement to expire March 31, 1966.

Quebec Hydro-Electric Commission, Montreal & other centres, Que.—Public Empl. (CLC) (outside empl.): 3-yr. agreement covering 2,000 empl.—wage increases of 7¢ an hr. retroactive to Jan. 1, 1964, 6¢ an hr. eff. Jan. 1, 1965, 7¢ an hr. eff. Jan. 1, 1966 at Montreal and Labrieville; wage increases of 10¢ an hr. retroactive to Jan. 1, 1964, 10¢ an hr. eff. Jan. 1, 1965 and 10¢ an hr. eff. Jan. 1, 1966 at Quebec; wage increases of 8¢ an hr. retroactive to Jan. 1, 1964, 9¢ an hr. eff. Jan. 1, 1965 and 10¢ an hr. eff. Jan. 1, 1966 at Les Boules and Northern Power; wage increases of 15¢ an hr. retroactive to Jan. 1, 1964, 15¢ an hr. eff. Jan. 1, 1965 and 15¢ an hr. eff. Jan. 1, 1966 at Les Boules and Southern Canada Power; 3 wks. vacation after 10 yrs. of service (previously after 12 yrs.); evening and night shift premiums increased to 9¢ and 11¢ respectively (formerly 6¢ and 9¢); agreement to expire Dec. 31, 1966.

Quebec Natural Gas, Montreal, Que.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 750 empl.—wage increases of 8¢ an hr. eff. May 11, 1964 and 8¢ an hr. eff. May 3, 1965; 9 paid holidays (formerly 8); 3 wks. vacation after 11 yrs. of service (previously after 12 yrs.); wage rate for labourer after May 3, 1965 will be $1.84 an hr.; agreement to expire May 1, 1966.

St. Lawrence Seaway Authority, Que. & Ont.—Railway, Transport & General Wkrs. (CLC): 2-yr. agreement covering 1,000 empl.—wage increases of 8¢ an hr. retroactive to Jan. 1, 1964 and 8¢ an hr. eff. Jan. 1, 1965; annual vacation of 5/6 day per month of continuous service after 1-9 yrs. of service, 1¼ days per month of continuous service after 10-19 yrs. of service, and 1⅔ days per month of continuous service after 20 yrs. of service (formerly 1¼ days per month of service for most employees); rate for Canal Man 2 after Jan. 1, 1965 will be $2.13 an hr.; agreement to expire Dec. 31, 1965.

Scott-La Salle, Longueuil, Que.—Empl. Assn. (Ind.): 1-yr. agreement covering 550 empl.—terms of settlement not immediately available; agreement to expire June 1, 1965.

Smith & Stone, Georgetown, Ont.—Mine Wkrs. (Ind.): 30-mo. agreement covering 580 empl.—wage increases of 3% eff. May 28, 1964, 3% eff. April 28, 1965 and 3% eff. Jan. 30, 1966; 3 wks. vacation after 11 yrs. of service (formerly after 13 yrs.); heavy operation labourer's rate after Jan. 30, 1966 will be $1.74 an hr.; agreement to expire Nov. 1966.

Vancouver City, B.C.—Civic Empl. (Ind.) (outside empl.): 2-yr. agreement covering 1,550 empl.—general wage increases of 7¢ an hr. retroactive to Jan. 1, 1964, 3¢ an hr., eff. July 1, 1964, 5¢ an hr. eff. Jan. 1, 1965 and 4¢ an hr. eff. July 1, 1965; 3 wks. vacation after 5 yrs. of service (formerly after 6 yrs.); rate for labourer after July 1, 1965 will be $2.28½ an hr.; agreement to expire Dec. 31, 1965.

# Statistics on Canada's Older Population

*Number and proportion of older persons in the labour force increased from 1,600,000 or 30.6 per cent to 2,100,000 or 32.7 per cent in the decade between 1951 and 1961, DBS finds*

Workers aged 45 and over constituted 30.6 per cent of Canada's labour force in 1951; by 1961 this proportion had increased to 32.7 per cent, states a recent publication of the Census Division, Dominion Bureau of Statistics, due mainly to the marked increase of older women workers.

The publication*, *Selected Statistics on the Older Population of Canada,* was prepared at the request of the Special Committee of the Senate on Aging.

There was a total labour force of 5,276,639 persons in Canada in 1951. Of this total, 1,617,318 (30.6%) were in the age group 45 and over. In 1961, out of a labour force of 6,458,156, there were 2,111,872 (32.7%) persons in the age group 45 and over.

The following is a breakdown of these figures, by sexes:

**Age Group 45 and Over in the Labour Force**

| | *1951* | *1961* |
|---|---|---|
| Male | 1,376,130 | 1,602,947 |
| Female | 241,188 | 508,925 |
| Both Sexes | 1,617,318 | 2,111,872 |

This tabulation shows that a most significant factor was the large increase in the number of mature women in the labour force in 1961 from the number in 1951. The total more than doubled while the male mature group increased by 226,817, or 16.5 per cent.

At the same time, the total male segment of the labour force increased by only 14.1 per cent in the 10-year period, or 579,887 in actual numbers, while the total female segment of the labour force increased by 51.8 per cent, or 601,630, with 267,737 of these in the 45-and-over age group.

The vast majority of middle-aged workers are employed steadily, many at the peak of their earning capacity. This offers the strongest testimony to the employment value of the skills, experience, stability and maturity of workers in the 45-and-over age group.

When older workers become unemployed, however, often through no fault of their own, they are frequently regarded with disfavour as job applicants by employers simply because of their age. Yet these same employers may often testify that their most valuable employees are their older ones.

The foregoing figures are an indication that the social and economic problem of the older worker is slowly growing in magnitude, at least in numerical potential, despite the changing attitudes of many employers who have recognized the value of hiring, retaining and promoting employees on the basis of qualifications without regard to age. Such employers may frequently have had to overcome practical obstacles in order to utilize more older manpower.

Looking at the population as a whole, as it is analyzed in the DBS publication, we find that the numbers in the 45-and-over age group have grown from 1,023,410 in 1901, or 19.0 per cent of the total population, to 4,559,128 or 25.0 per cent of the total population in 1961. One of every four persons in Canada in 1961 was aged 45 or over.

A significant rise took place also in the "age 65 and over" segment of the population during the 60-year period from 1901 to 1961. In 1901, there were 271,201 persons aged 65 and over in Canada, or 5.1 per cent of the total population. In 1961 there were 1,391,154, or 7.6 per cent of the population.

Figures in the DBS publication indicate that Canadians, particularly women, were living longer in 1961 than they did 30 years earlier, in 1931. Life expectancy at birth for females in 1931 was 62.1 years; by 1961 this had risen to 74.17 years.

The life expectancy for males also increased, but not so spectacularly. Life expectancy at birth for males in 1931 was 60.0 years; by 1961 this figure had risen to 68.35 years. There was little gain during this period, however, for men aged 45 and over.

A lack of adequate formal education among older workers sometimes constitutes a major barrier to their continued employment or re-employment and to their retraining for modern jobs. Statistics in the DBS publication point out this lack. In 1961, of the population aged 45 and over, 2,549,809 or 56.1 per cent had only an elementary school education. Only 549,819 or 12.1 per cent had completed secondary school and only 122,244 or 2.7 per cent had a university degree.

* *Selected Statistics on the Older Population of Canada*, Census Division. Cat. No. 91-507, Queen's Printer. (Price 75 cents).

*Women's Bureau*

# Women Workers in a Changing World

*From replies to questionnaire from 64 countries participating in this year's International Labour Conference, International Labour Office drafted proposed Recommendation for discussion*

For discussion of the sixth item on the agenda of the International Labour Conference at Geneva this month, the employment of women in a changing world, the International Labour Office drew up a proposed Recommendation, based on replies to a questionnaire from 64 of the participating countries.* The employment of women with family responsibilities was given special attention.

Working wives with no children often assume the double task of home and outside work without too much trouble. Responsibility for aging parents may pose a greater problem for the single working woman. The greatest difficulties are faced, however, by women who have dependent children.

Some measure of public planning, control and supervision of child-care facilities is advocated to ensure the well-being of the children involved. Standards prescribing the number and the qualifications of the staff, and the necessary equipment, services and facilities need to be worked out.

It is proposed that statistics be compiled on the number of working mothers, the ages of their children, and the kind of child-care arrangements these mothers would prefer. This would enable planners to determine the type and location of child-care facilities best suited to the needs of the population.

Further, it is recommended that the national and local authorities seek public understanding of their efforts through the co-operation of public and private organizations, especially employers' and workers' groups.

**Part-time employment** is emphasized as the most practical means of enabling a woman to combine work outside the home with her family responsibilities. There is a question of the advisability of conducting surveys to determine demand and supply in this type of employment.

Care must be exercised, however, in promoting the idea of part-time employment, that it does not create unfair competition for full-time workers, nor impose unfavourable working conditions on part-time workers.

Standards may be set to ensure that principles of equality in remuneration are maintained. There is question of bringing employers' and workers' groups together in consultation on the organization of part-time work and the conditions of employment for persons working part time. Employment security, fringe benefits, and social security protection for these workers require study.

A suggested ideal arrangement for working mothers is to have their working hours coincide with those of their school-age children. Shift work particularly suited to working women with family responsibilities might be considered. But the shorter work day, the five-day week and longer holiday periods for all workers have helped women with family responsibilities to combine their home duties with work outside the home.

**Home-aid services** are considered an important help to women with family responsibilities. A number of countries have established such services but often on a family emergency basis. This is not unlike the visiting homemaker services that exist to some extent in Canada.

It is suggested that such services be available to families on a permanent, possibly part-time basis. This is recommended because of the shortage of private domestic help that exists in many countries.

**Re-entry into employment** for women who have had to leave the labour market for an extended period of time because of family responsibilities often presents difficult problems. The proposed Recommendation, therefore, emphasizes the need of special facilities for the counselling, training or retraining, and the placement of such women.

For absences of shorter duration, provision for job security, through the right to maternity leave, is suggested. There is also question of the duration of maternity leave which should be allowed and of the rights attached to it.

**Public information and education** is recognized as vital to a more widespread understanding of the problems of working women with family responsibilities. With community support and understanding, and appropriate measures taken on their behalf, many such women might make a valuable contribution to the economic life of the nation while maintaining a full and happy home life.

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* International Labour Conference, *Women Workers in a Changing World*, Report VI (2), Geneva, I.L.O., 1964. $1.50.

# Seventh Session, ILO Building, Civil Engineering and Public Works Committee

*Adopts two series of conclusions, on technological changes and on regularization of employment in the construction industry*

The Seventh Session of the ILO Building, Civil Engineering and Public Works Committee* adopted two series of conclusions, on technological changes and regularization of employment. The session was held May 4 to 15 in Geneva.

The Committee is made up of government, employers' and workers' representatives from 25 countries, including Canada.

The Canadian delegation comprised:

*Government delegates*—Frank Hereford, Director, Special Services Branch, Department of Labour, head of delegation; and A. H. Portigal, Employment and Labour Market Division, Economics and Research Branch, Department of Labour.

*Worker delegates*—Pierre-Julien Martel, President, Fédération des Travailleurs des Metiers du Batiment (CSN), Jonquiere, Que.; and James B. Mathias, International Representative, Sheet Metal Workers' International Association (CLC), Toronto.

*Employer delegates*—S. D. Chutter, General Manager, Canadian Construction Association, Ottawa; and Y. A. Trottier, President, Philippe Trottier Inc., Quebec City, and Quebec Vice-President of the Canadian Construction Association.

### Technological Changes

The Committee's conclusions on technological changes in the construction industry stated various principles and made certain suggestions. Everyone within the industry should accept the general principle that any innovation which improves the service which the industry gives to the community as a whole is to be welcomed, it said.

Governments and the industry should collaborate in inviting and rewarding new suggestions for improving the efficiency of the industry. They also should collaborate in ensuring adequate investment in research in building and civil engineering and in furthering international co-operation in this field.

To avoid any misunderstanding which might lead to resistance or opposition to it, persons planning to use an innovation should take appropriate steps, such as prior establishment of contact with the representative organizations of those who may be affected, and full and frank discussion on measures to alleviate any genuine hardship which might result from introduction of the innovation.

Where a proposed innovation may reasonably be expected to result in unemployment, effective steps should be taken by those responsible, such as governments and the construction industry, to ensure that any worker who thus becomes unemployed is compensated for any financial or other loss which he may suffer.

Adequate facilities should be provided for the vocational retraining of construction workers whose skills are rendered redundant because of technological change.

The Committee adopted a special resolution on new safety problems created by technological developments. This requested the ILO to prepare and publish one or more manuals on safety and one or more codes of practice on safety in the building and civil engineering industries.

### Regularization of Employment

The Committee's conclusions on the regularization of employment noted that instability of employment remained one of the persistent characteristics of the construction industry.

Noting that the needs for new construction and for the repair and maintenance of existing structures will exceed the capacity of the construction industry for the foreseeable future, the Committee recognized the adoption of long-range programming as a fundamental condition for regularization of employment and steady growth in the construction industry.

For the employer, long-term prospects of work facilitate efficient operation of the undertaking and particularly investment in larger items of capital equipment that can be paid off only over a period of time.

For the workers, long-term programming should aid in removing causes of instability and should afford real prospects of more regular employment. It should also facilitate the organization and expansion of vocational training programs.

(*Continued on page 514*)

* One of the ILO's industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.


90161—3½

# TEAMWORK in INDUSTRY

Close, continuing consultation and co-operation between labour, management and government is one of the prerequisites for survival in today's highly competitive world, according to James Byrne, Parliamentary Secretary to the federal Minister of Labour.

Main speaker at the recent labour-management conference at Edmonton, Alta., Mr. Byrne warned the 300 delegates in attendance that unless Canada is fully prepared to compete on an equal basis with the other rapidly advancing industrialized nations of the world, this country may lose the race and suffer a decline. "The luxury of past antagonism has turned to sabotage," he said.

Mr. Byrne, who is a former Mine, Mill and Smelter Workers' negotiator, pointed out that the joint solution of problems facing industry would benefit both labour and management, and the country generally. "Divided among each other," he said, "labour, management and government may arrive at nothing more than patchwork solutions of partially perceived problems. Working together as a team, we can greatly improve our chances of securing for ourselves and our descendants a promising future."

On the subject of labour-management consultation at the plant level, Mr. Byrne remarked: "In my opinion there is no substitute for regular, face-to-face encounters between labour and management in solving the multitude of problems that arise in the day-to-day operation of a plant. The face-to-face interview is the most effective form of communication man has at his disposal for the solution of problems.

"Joint consultation between labour and management offers the unparalleled opportunity to say precisely what must be said—on the spot—and then to observe reaction and harvest critical opinion. This latter effect is called feed-back—the most important single product of face-to-face communication."

Alberta's Premier E. C. Manning told the delegates attending the province's first labour-management conference that maximum exploitation of the tremendous possibilities available to both should be the mutual goal of labour and management today. He warned them not to lose the advantages of progress by dissipating their energies on efforts to undermine each other.

"The real purpose of industry and commerce is to produce and make available the greatest array of goods and services ever. You are now in a better position to provide them than ever before because of the accumulated skills of centuries and the consumation of the evolution of scientific and technical progress of all time," said Mr. Manning.

The three main factors in future prosperity are the proper use of the nation's limitless potential provided by modern technology; understanding of the link between price levels and production costs; and the acceptance of the need to devise more and better methods of financing consumption of increased production.

Summarizing results of the one-day session, Ken Pugh, Alberta Deputy Minister of Labour and conference chairman, declared that "faith in one another is essential to better mutual understanding." Delegates were welcomed to Edmonton by Mayor William Hawrelak, who had earlier proclaimed April 5-11 as Labour-Management Co-operation Week.

* * *

Canada's current objectives, which include increased productivity, greater export markets, increased sales, more jobs, greater employment security, improved standards of living, and better human relations, will not be achieved without continuing consultation and co-operation between labour and management. The warning was sounded at the recent labour-management conference in Lethbridge, Alta., by a man who has spent a quarter of a century in the field of industrial relations.

Bernard Wilson, Director of the Industrial Relations Branch of the federal Department of Labour, who was principal guest speaker at the conference, described the need for labour-management teamwork as "urgent".

"Automation and technological change, new processes, methods and materials have brought problems to labour and management—problems which often involve the economic survival of individuals and undertakings," said Mr. Wilson.

"Co-operation is essential for the solution of those problems and for the survival of the two parties."

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Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued eight certificates designating bargaining agents, ordered two representation votes, rejected two applications for certification and granted one application for revocation of certification. During the month the Board received ten applications for certification and allowed the withdrawal of two applications for certification.

**Applications for Certification Granted**

1. National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), on behalf of a unit of employees of The Ogilvie Flour Mills Company Limited employed in its flour mill, grain elevator and feed mill at Montreal, Que. (L.G., Apr., p. 286). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

2. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Tourists Services Ltd. employed in its supermarket, bakery and warehouse at Whitehorse, Y.T. (L.G., May, p. 395).

3. The National Syndicate of Employees of Aluminium of Baie Comeau, on behalf of a unit of regular seasonal stevedores and permanent dock workers employed by the Canadian British Aluminium Company Limited at Baie Comeau, Que. (L.G., May, p. 396).

4. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and labourers employed by Cronkwright Transport Limited, Simcoe, Ont. (L.G., May, p. 396). Cyril Eldridge and Harold Elliott, employees of the company, had intervened.

5. International Association of Machinists, on behalf of a unit of cleaners employed at the Toronto International Airport, Malton, Ont. by Allied Building Services (1962) Ltd., Montreal, Que. (L.G., May, p. 396).

6. General Truck Drivers and Helpers Union, Local 31 and General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Van-Kam Freightways Ltd., Vancouver, B.C. (L.G., May, p. 397). The Board excluded from the bargaining unit owner-drivers and drivers employed by owner-drivers.

7. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of warehousemen and driver-swampers working in and out of the city of Vancouver, B.C., employed by Reid's Moving and Storage Co. Ltd., Vancouver, B.C. (L.G., May, p. 397).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Texada Towing Co. Ltd., Vancouver, B.C. (see "Applications for Certification Received," below).

**Representation Votes Ordered**

1. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 91, General Truck Drivers Local 938, Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Taggart Service Limited, Ottawa, Ont., respondent (L.G., May, p. 396) (Returning Officers: G. A. Lane and G. E. Plant).

2. Board of Employees of John Kron and Sons Limited, applicant, John Kron and Sons Limited, Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The Board ordered a vote following consideration of an application for revocation of certification (L.G., May, p. 397) (Returning Officer: J. S. Gunn).

**Applications for Certification Rejected**

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, The Ogilvie Flour Mills Company, Limited, Montreal,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Que., respondent, and the National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), intervener (L.G., Apr., p. 286). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the board.

2. International Longshoremen's Association, Local 1842 and Local 1869, applicants, and Eastern Canada Stevedoring (1963) Ltd., Toronto, Ont., respondent (L.G., April., p. 288). The application affected men employed by the company at the Port of Toronto who occasionally were employed by the company at the Port of Kingston. The application was rejected for the reason that in the light of the evidence given concerning the nature of the company's current operations at Kingston, the Board was not satisfied that the proposed unit is appropriate for collective bargaining.

**Application for Revocation Granted**

The Board granted an application for revocation of certification made by Ian Byers, *et al*, applicants, Kitchener-Waterloo Broadcasting Co. Limited, Kitchener, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent (L.G., Apr., p. 287). The application was for revocation of the certification issued by the Board on June 22, 1960, to the respondent union in respect of a unit of employees of the respondent company.

**Applications for Certification Received**

1. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by Texada Towing Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe) (See "Applications for Certification granted," above).

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**Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario: five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. General Truck Drivers Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Liquid Cargo Lines Limited, Clarkson, Ont. (Investigating Officer: A. B. Whitfield).

3. International Union of Operating Engineers, Local 968, on behalf of a unit of maintenance employees of Canadian National Railways Hotel Department (Nova Scotian Hotel) (Investigating Officer: D. T. Cochrane).

4. Rempel-Trail Transportation Employees Association, on behalf of a unit of drivers and mechanics employed by Rempel-Trail Transportation Limited, Edmonton, Alta. (Investigating Officer: G. H. Purvis).

5. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed by Upper Lakes Shipping Ltd., Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. United Packinghouse, Food and Allied Workers, Local 511, on behalf of a unit of employees of Maple Leaf Mills Limited, Calgary, Alta. (Investigating Officer: G. H. Purvis).

7. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Trans-World Chartering Limited, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

8. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Chandler Local No. 455, on behalf of a unit of employees of Gaspesia Pulp and Paper Co. Ltd., Chandler, Que. (Investigating Officer: Miss M-P. Bigras).

9. District 50, United Mine Workers of America, on behalf of a unit of employees of Canadian Westinghouse Company Limited (Atomic Fuel Department, Port Hope, Ont.) (Investigating Officer: A. B. Whitfield).

10. Canadian Merchant Service Guild Inc., Eastern Branch, on behalf of a unit of mates employed by Trans-World Chartering Limited, Montreal, Que. (Investigating Officer: Miss M-P. Bigras).

**Applications for Certification Withdrawn**

1. International Brotherhood of Electrical Workers, Local 213, applicant, and the National Harbours Board, Vancouver, respondent (L.G., May. p. 396).

2. The Brotherhood of Locomotive Firemen and Enginemen, applicant, and the New York Central Railroad Company, as Lessee of the Michigan Central Railroad and Sub-lessee of the Canada Southern Railway, St. Thomas, Ont., respondent (L.G., May, p. 396).

# Conciliation and Other Proceedings before the Minister of Labour

**Conciliation Officers Appointed**

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. F. M. Yorke & Son Limited, Vancouver, and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

2. Vancouver Barge Transportation Limited and International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

3. TransAir Limited, Winnipeg, and Canadian Air Line Pilots Association (Conciliation Officer: J. S. Gunn).

4. National Harbours Board, Port of Halifax, and Local 1843 of the International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

5. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, (Conciliation Officer: C.E. Poirier).

6. Buntain Bell and Co. Ltd. and J. A. Gormley Ltd., and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

7. Canadian Marconi Company (CFCF-TV and CFCF Radio) Montreal, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

8. *La Television de Québec (Canada) Ltée. (Postes CFCF-TV et CKMI-TV)*, and *L'Association Nationale des Employés et Techniciens en Radiodiffusion* (Conciliation Officer: C. E. Poirier).

9. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

10. British Overseas Airways Corp., Montreal, and United Automobile, Aerospace, and Agricultural Implement Workers of America (Conciliation Officer: C. E. Poirier).

**Settlements by Conciliation Officers**

1. North-American Elevators Limited, Sorel, and *Syndicat Catholique et National des Debardeurs de Sorel Inc.* (maintenance employees) (Conciliation Officer: C. E. Poirier) (L. G., May, p. 397).

2. Piette Transport Inc., Joliette, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier) (L.G., May, p. 397).

3. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae) (L.G., May, p. 397).

4. Bell Telephone Company of Canada (Directory Sales Department, Eastern Region) and Local 57 of the Office Employees' International Union (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

5. Ottawa Transportation Commission and Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: T. B. McRae) (L.G., April, p. 289).

6. St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae) (L.G., April, p. 289).

7. Radio Futura Ltd., (Radio Station CKVL) Verdun, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., March, p. 215).

8. National Harbours Board and Civil Service Association of Canada (Quebec Harbour Police) (Conciliation Officer: C.E. Poirier) (L.G., Feb., p. 131).

**Conciliation Board Appointed**

Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (L.G., April p. 289).

**Conciliation Board Report Received**

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L.G., Feb., p. 132) The text of the report is reproduced below.

**Settlements after Board Procedure**

1. National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (see above).

2. Robin Hood Flour Mills Limited (plant employees) Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., March, p. 216).

**Strike Action after Board Procedure**

Newfoundland Employers' Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., May, p. 398). Stoppage of work occurred April 24.

# Report of Board in Dispute between

*National Harbours Board, Port of Montreal*

*and*

*National Harbours Board Police Brotherhood*

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port of Montreal, and National Harbours Board Police Brotherhood.

The Board was under the chairmanship of Frank M. Godine, Q.C., of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Francis Eugene Carlin and Louis-Claude Trudel, both of Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Carlin. The minority report was submitted by Mr. Trudel.

The collective labour agreement between the parties entered into on the 9th day of August, 1961 provides in part as follows:

*Article VIII—DURATION AND RENEWAL*

This Agreement shall become effective on the date of its execution and shall remain in force until the 31st March, 1963, and shall be deemed to continue thereafter from year to year until either party hereby gives written notice to the other party . . . of desire to revise or terminate same effective commencing the following April 1st.

The agreement was not renewed for any period after its expiration date because of the union's desire for certain revisions. The parties had managed, however, through negotiations carried on following the prescribed notice by the union of its intention to re-open the agreement, to compose all their differences except those in respect of:

1. The Seniority Provisions (Article II, Section 1, paragraphs (a) to (e) inclusive)

2. The Salary Schedule—Appendix "A" (Article IV, Section 1)

**Seniority Provisions**

This issue elicited argument particularly in regard to the matters of "promotion" and "layoff".

It was submitted on behalf of the union that, under the re-opened agreement, an employee of the Harbour Police force who, prior to his employment as such, had acquired several years of seniority by service in another department, would have an advantage over an employee who had been employed for an equal or even greater length of time on the police force only.

The union did not cite a single case where a member of the police force had actually found himself in the unfavourable position thus envisaged but contended that it was at least a latent possibility. This may be so, but in order to eliminate the possibility it would be necessary to so amend the re-opened agreement as to differentiate it from all existing agreements between the Company and its other departments under which transfer with accumulated seniority is the rule, and I have not been persuaded that the advantages which might result from the proposed amendment would outweigh the disadvantages. The seniority rule now in effect among the Company's employees permits the transfer of seniority from one department to another, under certain conditions, and operates to the advantage of the older employees whose continued employment might otherwise be jeopardized.

No actual instance of prejudice or partiality was brought to the attention of the Board in support of the union's suggestion that a lay-off clause be inserted in the new agreement stipulating that employees transferred from other departments to the police force should be the first to be laid off. The representative of the company pointed out that there had been no layoffs in the proper sense of the term since the company was constituted in 1935 and, further, that when tolls were abolished on the Jacques Cartier Bridge, the company had given evidence of its interest in retaining the services of qualified personnel by retaining some for supervisory duties on the bridge and by absorbing the remainder into the Harbour Police or into service on the Champlain Bridge.

After due consideration of the arguments presented by the representatives of the parties, I have come to the conclusion that sound and prudent administration requires that in the case of a layoff, qualifications and competence should take precedence over seniority wherever acquired, and that the Company should not be obliged to discriminate against qualified personnel merely because they had transferred from other departments to the police force.

**Salary Schedule**

The representatives of the parties argued this issue at length citing figures and also producing exhibits, composite statements showing rates and hours of work prevailing in various other security and investigation forces as well as data with regard thereto. Those included the RCMP, CPR Police, City of Montreal Police, suburban police forces on the island of Montreal and its environs and in principal cities in central Canada. The exhibits produced are styled as follows:

*Tableau comparatif des salaires et heures de travail* (Comparative Table of Salaries and Hours of Work).

*Nombre de policiers dans les municipalites mentionees aux exhibits* (Number of Police in Municipalities Mentioned in the Exhibits).

Comparative statistics respecting the activities of the Port of Montreal police department (including personnel employed on the harbour and on the bridges)

Comparative table of officers and constables; strength as of first of January of each year

Agreement reached between the company and the union on all but the two issues referred to the Conciliation Board

The Company representative also cited rates of pay in other occupational classifications as set out under an agreement (effective January 1, 1962) which it had entered into with various other departments, but I am of the opinion that the rates and duties in other security and investigation forces furnish a more suitable and realistic yardstick for purposes of comparison.

These data and statistics must be considered with circumspection and can serve as nothing more than a guide in arriving at an equitable finding because the differences between the functions and scope of duties of the various forces preclude any precise analogy. The RCMP, to take but one example, is a large national security force with numerous classifications offering a greater number of career opportunities than those open to members of the Union. I have not restricted my search for a basis of calculation and comparison to the rates prevailing in any one police force, but I would mention that the comparison between the CPR Police and the Union salary schedules was more in line than other comparisons for the following reasons:

1. prior to the new CPR police salary schedule, effective October 1, 1963, the

schedules in effect in both forces were quite comparable;

2. the utilization of the Harbour by the CPR police exceeds that of the CNR and any other force apart from the matter of traffic control;

3. the cost of living is not a factor since it is the same for the Union personnel and those of the CPR police assigned to duty in the Montreal area.

On the whole, after reviewing the contentions of the parties, examining the exhibits and annexed appendices and deliberation, I am of the opinion that an increase of $285 per annum effective April 1, 1963 and a further increase of $285 per annum effective April 1, 1964 would be a fair and equitable finding.

These increases would not only bring the union rates more nearly in line with those of the CPR police, but so far as constables are concerned would place the union constables in a higher salary range.

I therefore recommend as follows:

1. On the issue of seniority, that Article II, Section 1, paragraphs (a) to (e) inclusive remain unchanged;

2. On the issue of salaries, that the same be increased $285 per annum effective April 1st, 1963 and further increased by $285 per annum effective April 1st, 1964.

3. That the remaining articles of the reopened agreement be amended to conform in all respects to the agreement between the parties dated February 25th, 1964.

(*Sgd.*) FRANK M. GODINE,
*Chairman.*

I concur in the findings and recommendations of the Chairman.

(*Sgd.*) F. E. CARLIN,
*Member.*

MONTREAL, March 24th, 1964.

## MINORITY REPORT

*(Translation)*

The Chairman of the Conciliation Board and the member appointed by the National Harbours Board have both signed a majority report containing recommendations on the two points at issue:

1. The seniority provision;

2. Wages.

In my capacity as member of the Conciliation Board appointed by the Brotherhood, I cannot subscribe to the majority recommendations submitted to the Minister of Labour.

Concerning the seniority provision I feel that the Conciliation Board should have considered the special working conditions in the Police Department of the National Harbours Board (Port of Montreal) as compared with the working conditions prevailing in the other Departments of this same Board.

When Departments other than the Police Department are concerned, there is, evidently, no objection to employees transferred from one Department to another carrying with them the seniority acquired in the Department whence they come, and such seniority so acquired serves them in cases of layoffs, transfers or promotions. When considering the Police Department, however, it seems evident that working conditions in that Department are so different from those prevailing in other Departments that it would be unfair to apply the same standards and allow an employee of the Board coming from another Department to carry over to the Police Department the seniority he has acquired until then. In fact, an employee of the Police Department who had acquired eight years seniority could be by-passed in an available promotion by an employee who had just arrived in the Police Department carrying ten years seniority acquired in another Department.

Considering these particular aspects of the Police Department, I would have granted a mitigated seniority provision giving priority to seniority acquired exclusively in the Police Department in cases of promotion, discharge or layoff.

2. Regarding the wage scale, the parties indicated during the last hearing of the Conciliation Board just how far they could go in their offers and concessions.

The offer made by the Harbours Board representatives is, to my mind, much too low in the circumstances, considering the evidence submitted by both parties, and does not take into account the real economic situation in the area where the members of the Brotherhood are domiciled.

Considering what has been shown and amply explained before the Conciliation Board, it seems to me that a $300 increase for each year of duration of the collective agreement would not have been excessive.

This basic increase would thus have placed the members of the Board's Police Department on about an equal footing with those of the various police forces in the Montreal area, where the persons involved in these recommendations are domiciled.

I humbly submit that the amount of $285 suggested in the majority report would not be sufficient to place the persons here involved on the same footing as those of those of the other police forces.

All of which is respectfully submitted:

(*Sgd.*) LOUIS-CLAUDE TRUDEL,
*Member.*

# Legal Decisions Affecting Labour

*B.C. Supreme Court quashes Board order substituting another company in certification order. Ontario High Court upholds power of Labour Relations Board to determine its jurisdiction and in another decision enjoins picketing by wildcat strikers*

In British Columbia, the Supreme Court quashed the Labour Relations Board's orders substituting the name of a parent company for that of a dissolved subsidiary in certification and cease and desist orders on the ground that when a decision regarding a master and servant relationship was pending before the Court, such orders on the part of the Board amounted to the denial of natural justice and of constitutional justice.

In Ontario, the High Court, dismissing an application for *certiorari* and prohibition, upheld the power of the Labour Relations Board to determine its jurisdiction when, in certification proceedings, the company challenged the jurisdiction of the Board on constitutional ground and claimed that the issue of jurisdiction should be decided by the court before the Board could proceed with an application for certification.

In another decision, the Ontario High Court, enjoining picketing by wildcat strikers, ruled that if an employer suffered damages through picketing by wildcat strikers and established that renewed picketing would cause further damages, the injunction order should apply to the persons named in the application and also to any other person having notice of the order.

## British Columbia Supreme Court . . .

### . . . quashes Labour Relations Board's orders on the ground of denial of natural justice

On October 8, 1963, Mr. Justice Sullivan of the British Columbia Supreme Court, in *certiorari* proceedings, ruled that when the question of a master and servant relationship was pending before the Court, the substitution retroactively by the Labour Relations Board of the name of a parent company for that of a subsidiary in certification and cease and desist orders amounted to a denial of natural justice and of constitutional justice.

On October 16, 1962, Local 468 of the Bakery and Confectionery Workers' International Union of America was certified by the B.C. Labour Relations Board as bargaining agent of Clancy's Pastries Ltd., which, although a separate and distinctive corporate entity, was one of the associated companies through which a parent company, White Lunch Ltd., had been operating an extensive restaurant business in and about the City of Vancouver.

Following the certification, Local 468 sent a notice to Clancy's to begin collective bargaining. Before this, the management and employees of Clancy's had been negotiating for a wage increase. When the employees declined the management offer, Clancy's decided to discontinue certain lines of production, which decision involved reduction of staff engaged in that part of the operations.

After a complaint, the Board held a hearing on November 8, 1962, of which White Lunch Ltd. received no notice and, of course, was not affected by the Board's order of the same date. The Board ordered Clancy's to cease using coercion or intimidation to discourage membership in Local 468 and to reinstate two named employees and pay them a sum equal to wages lost by reason of discharge.

On November 24, the shareholders of Clancy's passed a special resolution for voluntary winding-up of that company and named a liquidator to distribute the company's assets among creditors and shareholders.

On December 7, the members of Local 468 lodged a complaint against Clancy's under Section 7 of the Labour Relations Act and demanded to be reinstated in their respective jobs and to be paid for the wages lost pending reinstatement. On the same day, the secretary of Local 468 and certain former employees of Clancy's began picketing the premises of White Lunch Ltd.

On December 10, White Lunch Ltd. began an action in the Supreme Court against Local 468 and certain former employees of Clancy's, Claiming, *inter alia*, an injunction against picketing and a declaration that the company was not an employer of the defendants.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



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On December 13, 1962, Mr. Justice Sullivan granted an interim injunction against picketing on the ground that the defendants were not employees of White Lunch Ltd. On December 19, Mr. Justice Lord reviewed the evidence and, on December 20, ordered the injunction to continue until trial, stating that White Lunch Ltd. was not the employer of the defendants and that there was no collective agreement between White Lunch Ltd. and the employees in question.

At the trial, pleadings in the action were closed on January 28, 1963. On February 1, while the court decision was pending, the Board gave notice that it would hold a hearing on February 13 to decide whether White Lunch Ltd. was the employer of members of Local 468. This was the very issue raised by the pleadings in the action still pending in the Court.

On February 13, the Board heard and considered the evidence that had been before Mr. Justice Lord, and reversed the Judge's findings. The Board deleted the name Clancy's Pastries Limited and substituted the name White Lunch Limited in the certification it had given to Local 468 on October 16, 1962. Also, the Board changed its orders of November 8, 1962 against Clancy's regarding discontinuance of intimidation and reinstatement with compensation for the lost wages of two employees, making them retroactively applicable to White Lunch Ltd., which was a stranger to the proceedings of November 8, was not represented there, and against whom no evidence had been given. Five days later, on February 18, 1963, Local 468 required White Lunch Ltd., as the new employer thus designated by the Board, to begin collective bargaining.

On March 21, the Board filed with the Registrar of the Supreme Court the orders it had made against Clancy's on November 8, 1962 (but which since February 13, had borne the name of White Lunch Ltd.) relating to payment of lost wages to two named employees. Since the filing, the orders acquired the effect of court judgments against White Lunch Ltd. by virtue of Section 7(5) of the Labour Relations Act.

The Board's notice of February 1, 1963 stating the purpose of its hearing on February 13, gave notice only of a request for changing the certification order of October 16, 1962. No notice was given of any application to make White Lunch Ltd. responsible for the financial obligations of Clancy's, a company which by then had ceased to exist.

In a motion for a writ of *certiorari*, White Lunch Ltd. attacked the validity of the Board's orders of November 8, 1962 and February 13, 1963.

In justifying the orders made against White Lunch Ltd., the Board relied upon the provisions of Ss. 62(8) and 65(1)(a) of the Labour Relations Act.

Section 62(8) provides: "The Board shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation."

Section 65(1)(a) reads as follows:

S. 65(1) If in any proceeding before the Board a question arises under this Act as to whether

(a) a person is an employer or employee;

the Board shall decide the question, and its decision shall be final and conclusive.

Counsel for the Board argued that the Board, in exercising *quasi-judicial* functions under the Labour Relations Act, is supreme and "has the right to be wrong" and the Court has no power of review or correction of its mistakes in law or in fact. Mr. Justice Sullivan pointed out that the Board's infallibility becomes forfeited when it seeks to exercise powers not specifically, or by necessary implication, vested in it by the statute. In his opinion, that happened when the Board made orders of a retroactive nature whose effect would be to saddle White Lunch Ltd. (a stranger to the proceedings of November 8, 1962) with responsibility for the financial and other obligations of Clancy's which the Board thought existed during the corporate existence of Clancy's.

Further, Mr. Justice Sullivan noted that all of this was done without notice to White Lunch Ltd. of either the proceedings of November 8, 1962 or of the threat that on February 13, 1963 there were to be changes in the orders of November 8, 1962 against Clancy's by substituting the name of White Lunch Ltd.

The evidence before the Court showed that the shareholders of Clancy's decided to discontinue operations for economic reasons and dissolved the company by voluntary winding-up procedure. In this new situation, the provisions of S. 53 of the Act became relevant. Section 53 reads: "Nothing in this Act shall be interpreted to prohibit the suspension or discontinuance of operations in an employer's establishment, in whole or in part, for a cause not constituting a lockout."

With nothing to prove or suggest anything in the nature of a lockout, the Board, which on November 8, 1962 had made orders against Clancy's as employer, decided (without notice) on February 13, 1963 to designate retroactively that someone other than Clancy's was the employer to which the former orders should apply.

In doing so, the Board relied upon the privative clauses of Section 65 of the Act and particularly subsection 3 (enacted in 1961), which provides as follows:

S. 65(3) The Board may, upon the petition of any employer, employer's organization, trade-union, or other person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order, and for the purposes of the Act the certification of a trade union is a decision of the Board.

In addition, the Board relied on a number of authorities, particularly on *Labour Relations Board of B.C. et al. v. Oliver Co-operative Growers Exchange and Okanagon Federated Shipping Ass'n* (L.G., Feb. 1963, p. 146). Mr. Justice Sullivan ruled that the facts of the *Oliver Co-operative* case and others were easily distinguishable from the facts of the case at bar.

Further, Mr. Justice Sullivan noted that the issue whether White Lunch Ltd. was an employer or members of Local 468 its employees, was still pending before the Court for final determination. This was known to the Board prior to its orders of February 13 and the Board, by issuing these orders, acted in a manner to deny White Lunch Ltd. its legal right to have the Court decide whether or not it was ever the employer of the people concerned.

Mr. Justice Sullivan set aside the Board's orders of February 13, 1963, on the ground that the Board ruling amounted to a denial of natural justice and of constitutional justice because the Board's functions and authority could begin only upon the establishment of a master and servant relationship—the issue that had been pending before the Court for adjudication. *Regina v. Labour Relations Board (B.C.) ex parte White Lunch Ltd.* (1964), 42 D.L.R. (2d), Part 5, p. 364.

## Ontario High Court . . .

### . . . rules Labour Relations Board has power to decide objections to its jurisdiction

On November 30, 1963, Mr. Justice Haines of the Ontario High Court, in proceedings for *certiorari* and prohibition to prevent the Labour Relations Board from determining the question of its jurisdiction to entertain a certification application, ruled that the Board has the right and duty to decide objections to its jurisdiction and then to proceed with the application for certification.

The International Brotherhood of Teamsters applied to the Ontario Labour Relations Board for certification as bargaining agent for some of the employees of Armstrong Transport. The Company submitted that its undertaking was excluded by Section 92 (10)(a) of the B.N.A. Act from the jurisdiction of the Province of Ontario and therefore the Ontario Labour Relations Board had no jurisdiction to entertain the application.

Counsel for the Company, relying on the *ratio in R.v. Ontario Labour Relations Bd., Ex. p. Ontario Food Terminal Bd.* (L.G., Oct. 1963, p. 909), submitted that upon the raising of the issue of jurisdiction, the Board ought to have postponed the hearing until the Company had obtained a decision of the Supreme Court of Ontario as to whether the Board had jurisdiction to entertain the application for certification. The Board did not accept this submission and held that it had jurisdiction and indicated its intention to proceed with the application.

Without waiting for the conclusion of the proceedings before the Board, the Company applied for *certiorari* and prohibition.

Mr. Justice Haines stated that the only issue argued before him was whether the Board was right in dealing with the objection to its jurisdiction. He held that the *Ontario Food Terminal* case was *obiter* [incidental] and inconsistent with other decisions.

Relying on the decision of the Chief Justice of the Ontario High Court in *R.v. Ontario Labour Relations Bd., Ex p. Taylor* (L.G., May, p. 410), Mr. Justice Haines ruled that the Ontario Labour Relations Board had the right and duty to entertain and deal with an objection to its jurisdiction when it was raised. Having decided it had jurisdiction, the Board should then proceed with the application for certification. When the application has been dealt with, a party, if aggrieved by the ruling of the Board as to jurisdiction, may apply to the Court by way of *certiorari* and for such relief as may seem appropriate. He held that any other procedure would hamper the operations of the Board and defeat the purposes of the statute, one of which is the expeditious settlement of labour matters.

Further, he stated that to allow the interruption of a hearing before the Board in order to have the Court determine a collateral matter would defeat the purpose of the legislation.

Mr. Justice Haines dismissed the Company's application as premature and stated that a further application after the Board has dealt with the matter of certification was not prejudiced. *Re Armstrong Transport and Ontario Labour Relations Board* (1964) 42 DLR (2d), Parts 3 & 4, p. 217.

## Ontario High Court . . .

**. . . grants injunction against picketing by wildcat strikers and others aware of order**

On November 30, 1963, Mr. Justice Stewart of the Ontario High Court granted *Quia timet** injunction restraining picketing at the premises of the Algoma Steel Corporation, Limited, in Sault Ste Marie, Ont., not only against the wildcat strikers named in the application, their agents, servants and persons acting under their instructions, but also against any person having notice of the injunction order.

The company sought an injunction to prohibit several of its employees involved in a wildcat strike from picketing its operations. Other members of the same union and members of other unions refused to cross the picket line and as a result the company suffered substantial damages. The union disclaimed any responsibility for the action of the wildcat strikers and assumed the role of mediator between the company and the striking employees. Before the injunction was granted, the employees named in the application ceased to picket, and at the hearing undertook to refrain from further picketing.

Mr. Justice Stewart noted that in such a case the granting of an injunction might seem unnecessary and harsh. He stated, however, that the involved union members had followed a pattern which is novel, ingenious, and of increasing frequency.

He described the pattern as follows: after a dispute arises between an employer and his employees, a few of the employees, without regard to the law concerning labour disputes, stop work and set up a picket line. Their union disclaims any responsibility for the strike and the officers of the union state that they are unable to control the striking members. The picket line, however, is honoured by other members of the same union and by members of other unions. The union officials attempt to act as mediators but carefully refuse to represent the union as such, and claim that they are unable to persuade the individual strikers to refrain from picketing or to return to work or to fulfil other contractual responsibilities owed to the employer. In order to stop the picketing, the employer applies for an injunction which names the actual picketers, and at this time the picketing ceases. The injunction, when granted, affects only the individuals named and not the union, which disclaims any guilt for the improper picket lines. The picketing is usually recommenced shortly after the injunction is granted, but by another group of employees not affected by the injunction.

Mr. Justice Stewart was unable to find instances in which a *quia timet* injunction was granted in labour matters. He said, however, that problems presented by new situations have never been found insuperable by the law and, indeed, "the genius of the common law has always been that remedy should follow need and that formation never stultify justice".

He held that if an employer has suffered damages through picketing by "wildcat" strikers and establishes that renewed picketing would cause further damages, an injunction should be granted until the trial of the action or until the conclusion of conciliation proceedings, whichever shall first occur. He therefore granted the *quia timet* injunction, which covered not only the named employees, their agents, servants, and persons acting under their instructions, but also any other person having notice of the order. *Foundation Co. of Canada Ltd. v. McGloin et al.* (1964) 42 DLR (2nd), Parts 3 & 4, p. 209.

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* *quia timet* (because he fears)—an action by which a person may obtain an injunction to prevent or restrain some threatened act being done which, if done, would cause him substantial damage, and for which money would be no adequate or sufficient remedy (P.G. Osborn, A concise Law Dictionary, Fourth Edition, 1954, at p. 279).

# Recent Regulations, Federal and Provincial

*Manitoba sets higher minimum rates for a few construction occupations. New federal safety rules for ships are issued*

New regulations under the Canada Shipping Act amend requirements for liquefied petroleum gas systems and for fire detection and extinquishing equipment on ships.

In Manitoba, a new fair wage schedule for construction workers sets higher minimum rates for a few occupations in the Winnipeg zone.

## FEDERAL

### Canada Shipping Act

*Liquefied Petroleum Gas Systems*

New Liquefied Petroleum Gas Regulations have been issued under the Canada Shipping Act, applicable to all ships required to be inspected by that Act. Gazetted on April 8 as SOR/64-121, they replace SOR/55-33.

Liquefied petroleum gas systems are not permitted on passenger ships unless they were installed prior to January 1, 1955. Systems installed before that date may continue to be used if they comply with the regulations.

The regulations prescribe standards for the construction, testing, marking and maintenance of the cylinders in which the gas is stored and handled on a ship, and require gas-burning appliances and related apparatus to be tested and approved by recognized testing laboratories.

When a gas-burning system is to be installed on a ship more than 80 feet in length, plans must be submitted to the Board of Steamship Inspection. In all cases installations are to be made in accordance with the regulations and to the satisfaction of the Board's inspector.

*Fire Detection and Extinguishing Equipment*

Amendments to the Fire Detection and Extinguishing Equipment Regulations for ships issued in 1956 also were issued under the Canada Shipping Act and gazetted on April 8 as SOR/64-123.

These regulations prescribed fire detection measures, fire alarm systems and extinguishing equipment conforming to specific standards for different classifications of ships and provided for submission of plans and for the inspection of such equipment.

Changes have been made in the classification of ships for the purposes of the regulations, the inspection requirements, and some of the standards, particularly with respect to sprinkler systems.

## PROVINCIAL

### British Columbia Hours of Work Act

A new regulation under the British Columbia Hours of Work Act states that the working hours of deliverymen in the baking industry may exceed 8 in the day but, subject to the exceptions provided in the Act, weekly hours may not exceed 44. Previously, the weekly limit was 48 hours.

The new order, B.C. Reg. 47/64, was gazetted April 2 and went into force on April 6.

### Manitoba Fair Wage Act

In Manitoba, the annual fair wage schedule fixing minimum wages and maximum hours at straight-time rates for certain construction workers was gazetted as Man. Reg. 30/64 on April 25. It is to remain in force from May 1 until April 30, 1965.

Most of the rates are the same as in last year's schedule, except for a few in the Greater Winnipeg area. There were no changes in the hours provisions.

In line with former practice, the fair wage schedule is again divided into two parts. Part I applies to private construction work within the Greater Winnipeg Water District or private construction work costing more than $100 in a city or town with a population of more than 5,000, or in any other part of the province designated by the Lieutenant Governor in Council, and to public works authorized by the Minister of Public Works. Part II applies to public highway, road, bridge or drainage construction projects outside the city of Winnipeg.

Part I of the schedule again contains two sets of minimum rates, Zone "A" rates and Zone "B" rates. They cover 27 occupational categories, including licensed tradesmen, labourers, machine operators, truck drivers and watchmen.

Zone "A" rates, which except in a few cases are higher than Zone "B" rates and are for the most part based on a 40-hour week, apply to public and private construction work in Greater Winnipeg and within a 30-mile radius.

Zone "B" rates, which, with one exception, are based on a 48-hour week, apply to public construction work outside Winnipeg and to private construction work in places with a population of more than 5,000 (Brandon, Dauphin, Flin Flon and Portage la Prairie).

(*Continued on page 514*)

# Monthly Report on Operation of the Unemployment Insurance Act

*Total of claimants for unemployment insurance benefit at end of March was lower by 10,000 than total at end of February*

Claimants for unemployment insurance benefit numbered 597,300 on March 31. This total was about 10,000 fewer than the total of 607,100 on February 28 and 88,000 fewer than the figure of 685,300 on March 29, 1963.

The decline during March occurred among regular claimants; the number of seasonal claimants increased. Such an increase is usual at this season of the year.

The exhaustion of seasonal benefit from the end of February onward reduces the number of claimants for such benefit but this is offset by the fact that claimants exhausting regular benefit automatically become eligible for seasonal benefit.

As employment opportunities open up in March and claimants return to work, the number claiming regular benefit diminishes, and this usually offsets the influx of new cases. It was estimated that about 100,000 regular claimants ceased to claim during March and returned to work. A large proportion of the 30,000 seasonal benefit claimants who withdrew from claim, however, did so because they had used up their benefit.

Males accounted for 78 per cent of the total claimants at the end of both February and March. This ratio applies, however, only to those who began to claim during the past six months, the ratio being substantially lower for those who began to claim earlier. These ratios are associated with the large variation in claims from males from one season to another. Many of the males have come on claim since December 1.

As a proportion of total claims, those from males have remained constant at 78 per cent since December 31, 1963. The widest variation in the proportion of males was among those on claim for from 14 to 26 weeks: in December, males in this group made up 57 per cent of the claimant total, in January 62 per cent, in February 68 and in March 79 per cent.

The proportion of claimants for seasonal benefit on March 31 was about 30 per cent, slightly higher than in February but the same as a year earlier.

### Initial and Renewal Claims

Initial and renewal claims filed during March numbered 182,300, compared with 171,600 in February and 195,900 in March 1963. If claims on behalf of persons seeking re-establishment of credit are omitted, the remainder of 136,000 in each of these months represents new cases.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in March was estimated to be 537,800, compared with 503,500 in February and 589,700 in March 1963.

Payments during the month totalled $53,600,000, compared with $50,100,000 in February and $61,300,000 in March 1963.

The average weekly payment was $24.90 in March, $24.89 in February and $24.75 in March 1963.

### Insurance Registrations

On March 31, insurance books or contribution cards had been issued to 5,196,459 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 338,379, an increase of 259 since February 29.

### Enforcement Statistics

During March, 9,682 investigations were conducted by enforcement officers across Canada. Of these, 6,069 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 505 were miscellaneous investigations. The remaining 3,108 were investigations in connection with claimants suspected of making false statements to obtain benefits.

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In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Prosecutions were begun in 183 cases, 63 against employers and 120 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,651.*

**Unemployment Insurance Fund**

Revenue received by the Unemployment Insurance Fund in March totalled $27,857,786.30* compared with $28,923,696.56 in February and $28,365,629.94 in March 1963.

Benefits paid in March totalled $53,550,596.06* compared with $50,127,421.02 in February and $61,300,599.60 in March 1963.

The debit balance of the Fund on March 31 was $4,001,329.77*; on February 29 there was a credit balance of $21,691,479.99, and on March 31, 1963 a credit balance of $6,507,869.81.

# Monthly Report of Placement Operations of the NES

A total of 104,400 placements during April, the largest number ever recorded for that month in the postwar period, was reported by local offices of the National Employment Service. This exceeded the April 1963 total by 22.3 per cent, and was 9.8 per cent above the previous peak reached in April 1962.

Most of the rise was concentrated in the male sector. In all, 75,100 men were placed in employment, compared with 59,000 in April last year. More than half of the increase in placements was in the Quebec region, and this partly reflected a high level of activity on projects under the winter works incentive program.

The number of women placed in employment also increased in April. Female placements totalled 29,300, which was an increase of 11.0 per cent over the number in the same month last year and a reversal of the trend of year-to-year decreases that had been in evidence for the previous 13 months.

In both the male and female sectors the main increases were in placements in regular rather than casual employment.

Some 3,800, or 3.7 per cent of the placements effected during April involved the movement of workers from one local office area to another. Although numerically these placements were slightly greater than in April last year, they represented a smaller proportion of total placements.

* These do not necessarily relate to the investigations conducted during this period.

Placements in the first four months of 1964 reached a total of 319,300. This was 9.6 per cent more than for the first four months in 1963 and only fractionally lower than in 1962.

Regional distribution of placements in April and for the first four months of 1964, and percentage changes from April 1963 and from the first four months of 1963, were:

| | *April 1964* | | *Four Months ended April '64* | |
|---|---|---|---|---|
| Atlantic | 6,800 | +32.5 | 22,000 | +12.2 |
| Quebec | 35,500 | +43.0 | 104,400 | +20.2 |
| Ontario | 33,500 | + 6.8 | 108,100 | + 0.2 |
| Prairie | 19,000 | +13.8 | 55,000 | + 8.4 |
| Pacific | 9,700 | +30.4 | 29,800 | +13.9 |
| CANADA | 104,400* | +22.3 | 319,300* | + 9.6 |

* Imbalances in totals are due to rounding.

Employers notified local offices of 138,800 vacancies during April, 19.0 per cent more than in the same month last year. Vacancies for men numbered 95,300, or 22.9 per cent more than last April; and vacancies for women numbered 43,600, an increase of 11.3 per cent.

The cumulative total of vacancies for the first four months of 1964 was 424,300—the largest number recorded during this period since 1947.

* All totals for March 1964 are taken from an interim statement and are subject to amendment.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB 2312, Feb. 5, 1964

**Summary of the Main Facts:** A labour dispute over the signing of a collective bargaining agreement culminated in a stoppage of work when 145 members of the union took strike action at 11.30 p.m. on September 16, 1963. Picket lines were set up at the refinery but nevertheless 96 of the 241 employees resumed their regular shift on September 17 and continued to work thereafter.

In addition, 27 employees of a construction firm were employed at the refinery on maintenance work, and 13 employees of another construction company were also employed there under the direct supervision of the refinery staff. These 40 employees were not members of the striking union but some were members of other unions, and some were not members of any union. The 40 employees stopped work on September 17 to respect the picket line set up by the refinery workers' union.

Claimant A made a claim for benefit on September 30, stating that his last work was September 16 as a labourer at the refinery with the construction company employed on maintenance. He gave the following reason for his separation from employment:

> Left voluntarily. There is a strike at the refinery. I was told not to return to the shop by some of the striking union members. [Employer] told me that there was work for me at the refinery if I wished to go in. It was my own decision not to cross the picket line. I am not a member of any union.

A second claimant was employed as a welder by the same contractor at the same refinery. He gave the following reason for his separation:

> Left voluntarily. The strikers at the refinery are picketing and I refused to cross the picket line. I am a member of [union]. I had no instructions from my union regarding the strike. It was my own decision not to cross the picket line.

This case was decided by the board of referees in a separate decision the same date, but as the circumstances are similar, the insurance officer submitted that the two cases might be joined in this appeal.

On September 17 the employer of the two claimants issued a notice advising all its employees working at the refinery that work was available to them and that those employees who did not continue to work would be considered to have voluntarily terminated their employment. Further to this notice, the employer, on September 26, issued a second notice advising the employees that they were permitted to enter the refinery premises for the purpose of working, and those employees who reported for work prior to September 28 would remain eligible for employment with the company.

Then on October 2, the employer, by means of Form 479 (Confirmation of Separation), supplied the following information: 'Workmen do not wish to cross picket line at I—Ltd., where work is said to be available."

The insurance officer disqualified the claimant under section 63 of the Act as he considered that the claimant has lost his employment by reason of a stoppage of work attributable to a labour dispute, at the premises where he was employed, and had failed to prove the requirements of section 63(2), particularly with respect to participation.

The board of referees found that the claimant was not subject to disqualification under section 63 but was disqualified under section 60 for having voluntarily left his employment. The board further expressed the opinion that the claimant did not participate in any strike at the refinery and did not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage was taking place and were participating in, financing, or directly interested in the dispute.

In his appeal, the insurance officer said: "The board appears to have based its decision largely on a consideration that the claimant does not belong to any union in the case of [claimant A] and on a consideration that the employer's notice of September 17 amounted to a discharge, in the case of [claimant B].

"It is submitted that the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying him under section 63 of the Act."

The insurance officer's grounds for appeal read:

> It is submitted that the board's decision and reasoning are in error.
>
> Section 63(1) provides a disqualification in any case where a claimant has lost his employment by reason of a stoppage of work attributable to a labour dispute at his place of employment. In this case, it is quite clear from the evidence provided by the claimant and his own employer that the claimant lost his employment by reason of a stoppage of work

attributable to a labour dispute at the premises where he was employed. The fact that the claimant was not an employee of the employer involved in the dispute is not a material factor, since the claimant was employed at the premises where the dispute and the stoppage of work occurred and he cannot be deemed employed in separate premises under section 63(3) because the maintenance of a refinery is obviously not a separate branch of work commonly carried in premises separate from the refinery. The claimant is therefore subject to disqualification unless he proves that he fulfilled the conditions of relief under section 63(2) of the Act.

It is established jurisprudence that a claimant's refusal to cross a picket line constitutes prima facie evidence that he is "participating" in a labour dispute within the meaning of that work in section 63(2) of the Act.

In the present case the evidence clearly indicates that it was the claimant's own decision not to cross the picket line, to continue doing the work which was still available to him, thereby constituting a voluntary withdrawal of labour and as a consequence he became a participant in the labour dispute that caused the stoppage of work (CUBs 1591, 1615, 1623, 1682, 1686, 1906 and 2107).

The notices issued by the employer to his employees do not constitute satisfactory evidence that the claimant's unemployment is not by reason of the stoppage of work attributable to the labour dispute, as this is a device which is not infrequently used by employers in labour disputes to influence the workers to return to work. The board considered the notice dated September 17 but failed to take into consideration the fact that a further notice was issued on September 26 and that even as late as October 2, the employer stated that work was said to be available for the claimant at the refinery (CUBs 531, 570, 571A, 641, 1514 and 1788).

The fact that [claimant A] is not a member of the union is irrelevant (CUB 526).

**Considerations and Conclusions:** The facts of this case are not in dispute, and the law and jurisprudence which apply in cases of this kind are as stated by the insurance officer in his appeal to the Umpire.

I consequently decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

This decision shall apply, *mutatis mutandis* (with appropriate changes), to the other claimant whose case has been joined by the insurance officer in this appeal.

## Decision CUB 2315, Feb. 26, 1964

*(Translation)*

**Summary of the Main Facts:** The claimant, married, filed an initial application for benefit on September 13, 1963, and was registered for employment as a sewing-machine operator, as which she had worked from March 2, 1962 to July 26, 1963. She stated:

I left my employment in order to get married and follow my husband (who belongs to the army) to P—. Travelling and taking a rest. Capable of and available for work since September 8, 1963. No children.

On September 13, the claimant refused to apply for an employment as a sewing-machine operator at Québec to which she had been referred by the local office. It was a regular employment invloving a 44-hour week and an eight-hour working day.

The place of employment was an hour away from her home, by bus; bus fares amounted to 75 cents for a return ticket. Hourly rate of pay was 64¢ and, according to the employment officer, the prevailing rate of pay in the district for this type of employment was reported to range from 63¢ to 99¢ an hour.

The claimant's reason for non-acceptance was:

I am not interested by the job because it is too far; my husband comes for lunch and I have to prepare meals. My husband starts to work at half past one and I have to be there.

The local office commented:

There is no lingerie factory in the claimant's locality. On the other hand, means of transportation are numerous and easy between P— and Quebec and factories are situated within a few steps from the station.

On September 25, the insurance officer disqualified the claimant from receipt of benefit from September 8 to October 19, inclusive, because she had, without good cause, refused to apply for a suitable employment (section 59 of the Act). On September 25 also, the insurance officer disqualified the claimant from receipt of benefit from September 8 because, in his opinion, she had failed to prove she was available for work and because she had made such reservations to her acceptance of employment that her chances to get a job under those conditions were practically non-existent (Section 54(2)(a) of the Act.)

On October 1, the claimant appealed to a board of referees, and stated:

. . . I lived in S— and worked at W— Inc. I worked there about a year and a half. I was compelled to leave when I got married and I had to follow my husband because he lived in P— due to his employment.

I would like to get a job in P— where I am now living. I am quite willing to work in Quebec, but I will be working for my bus fares only since I will be travelling by bus three times a day, that is, morning, noon and night; it is not worth while. It is not my fault if there is no lingerie factory in P—.

The claimant was neither present nor represented when the board of referees met in Quebec to hear the case on October 25. The board, after having noted that the claimant had not adduced any new fact to support her appeal and that she had reiterated her intention to work only at P—, upheld by a unanimous decision both decisions of the insurance officer.

On October 29, the claimant wrote:

It has been written in the letter that I refused an employment. Well, it's not true: I asked for employment in P—because I was unable to work in Quebec, due to the fact that I had to be home at noon to prepare meals for my husband. So, I wish to appeal to the board of referees. If you want to give me a job, I must get $40 a week. That is the pay I got when I was compelled to leave and left my employment in S— in order to live with my husband in P—.

On December 18, the claimant stated again:

. . . Fitting sleeves on babies' dresses, size 1 to 6, is what I would like to do. It is the type of work I was doing before getting married. I earned between $40 and $48 a week. If there is no such job in P—, give me something else in the same city. I do not want to work in Quebec because I would be working for my bus fares and meals only. Then, give me any type of work, provided it is in P—.

On December 24, the employment officer submitted the following additional information:

There is no opportunity of employment in P—. There is no such factory in that locality. Most of the residents of P— work in Quebec. Transportation is easy and fares are $2.50 for 10 trips, or 55¢ for a return trip.

On December 30, the claimant, answering an inquiry from the local office, replied:

I called at the factories of P—. I thought they were assembling babies' dresses. I was not hired because I was not the right person. I want to get an employment in my usual occupation of sewing-machine operator. I live in P— and I want to work there. I cannot afford the cost of transportation to Quebec for an employment. If you consider that I should work in Quebec, it is up to you to pay for my getting back home at noon because my husband has lunch at home every day . . .

The claimant appealed to the Umpire on November 7, 1963. Leave to appeal to the Umpire was granted by the president of the board of referees, in the following terms:

As to the decision under section 54(2) of the Act only. Is the reasonable period referred to in the insurance officer's decision and the board of referees' decision, from July 26 to September 8, 1963, long enough to be determined as such and to establish that the claimant was not available.

In a letter dated January 28, 1964, the claimant repeated the same arguments as she had submitted previously.

**Considerations and Conclusions:** The employment which the claimant refused or failed to apply for was in her usual occupation and the rate of pay was the prevailing one in the district. As it has not been proven that the conditions were less favourable than those observed by good employers, the employment was a suitable one.

On the other hand, the claimant refused on strictly personal grounds, which, according to established jurisprudence, does not constitute "good cause" within the meaning of section 59(1) of the Act. I consequently decide to confirm the decision of the board of referees on that point.

With regard to the claimant's availability for work, the record contains abundant proof that the claimant had no chance of obtaining employment at the conditions she had laid down. The Umpire has several times expressed the view, namely in decisions CUBs 1781, 1891 and 1998, that a claimant must adapt himself to the requirements of the labour market if he wants to prove his availability for work as required by section 54(2(a) of the Act. The claimant not only did not comply with that rule, but she also placed other limitations as to the wages and the type of work she was prepared to accept.

As, on the other hand, opportunities for employment in P—, due to the conditions laid down by the claimant, were non-existent, there was no reason to allow her any time to look for employment in that locality. Therefore, she was rightly disqualified under section 54(2(a) of the Act.

I consequently decide to confirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

## Progress in Rehabilitation

(*Continued from page 484*)

but 449 had received some form of vocational training. In carrying out their rehabilitation plan, 1,241 undertook vocational training for a wide variety of occupations.

**Age and Sex**—More than 50 per cent of those rehabilitated during 1963-64 were under 30 years of age, many of them new entrants into the labour force. Slightly more than half are women.

**Percent in Age Groups**

| | *1957-58* | *1963-64* |
|---|---|---|
| Under 20 years | 8 | 12 |
| 20 to 29 years | 40 | 41 |
| 30 to 39 years | 23 | 19 |
| 40 to 49 years | 14 | 14 |
| 50 to 59 years | 8 | 9 |
| 60 years and over | 7 | 5 |

# Wage Schedules Prepared and Contracts Awarded during April

## Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 278 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 132 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 129 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were:

| *Department* | *No. of Contracts* | *Aggregate Amount* |
|---|---|---|
| Agriculture | 1 | $65,906.18 |
| Post Office | 12 | 362,628.66 |
| Royal Canadian Mounted Police | 2 | 36,257.04 |
| Transport | 2 | 34,295.26 |

The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

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The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during April

During April the sum of $1,385.06 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 34 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

### DEPARTMENT OF AGRICULTURE

*Near Hillspring Alta:* Cunningham & Shannon Ltd, construction of drainage tunnel, Waterton Dam, St Mary Project.

### ATOMIC ENERGY OF CANADA LIMITED

*Pinawa Man:* Manitoba Bridge & Engineering Works, construction of combined steel stack & tank, Whiteshell NRE.

### CENTRAL MORTGAGE AND HOUSING CORPORATION

*Chateauguay Que:* Nazalpino Construction Ltd, completion of mortgage insurance fund houses. *Montreal Que:* Dominion Landscapers Construction Ltd, landscaping maintenance, Terrasse Belleville, Terrasse St Michel, Pie IX & Rosemount; Dominion Landscapers Construction Ltd, landscaping maintenance, Park Royal, Place Benoit, Villeray Terrace, Benny Farm, Place St Louis & Jacques Cartier Holdings; Dominion Landscapers Construction Ltd, landscaping maintenance, Le Domaine, Pavillon Mercier, St Georges Gardens & Place Gouin; Laurentian Landscape Ltd, landscaping maintenance, Cloverdale Park & Delmar Court. *Galt Ont:* R H Barnsley, landscaping for 52 semidetached housing units (FP 3/62). *Sudbury Ont:* Fontaine Nursery Farms Ltd, landscaping for 88 housing units (FP 2/58).

In addition, this Corporation awarded 25 contracts containing the General Fair Wages Clause.

### DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

*File Hills Qu'Appelle Indian Agency Sask:* Balzer's Plumbing & Heating Ltd, renovations to mechanical services (Phase II), Qu'Appelle IRS. *Terrace Indian Agency B C:* Thompson Construction Co Ltd, construction of school & residence, Indian day school, Aiyansh.

### DEFENCE CONSTRUCTION (1951) LIMITED

*Summerside P E I:* National Welding & Construction Corporation Ltd, construction of bulk fuel compound, RCAF Station. *Blandford N S:* McDonald Construction Co Ltd, construction of receiver bldgs, Naval Radio Station. *Longue Pointe Que:* Morin & Plante Co Ltd, reroofing of various bldgs, Ordnance Depot. *Valcartier Que:* Frs Jobin Inc, interior reconstruction for broadcasting facilities, staff receiver bldg, Camp. *Camp Borden Ont:* Walker Painting & Decorating Co Ltd, interior painting of 30 bldgs. *Rockcliffe Ont:* Burnley Contracting Co Ltd, interior painting of various bldgs, RCAF Station. *Trenton Ont:* John Leavitt Excavating & Grading, clearing & grubbing (Point Petrie), RCAF Station. *Rivers Man:* J Schettler Electric Ltd, ceilometer & transmissometer installation, RCAF Station; Zenith Paving Ltd, repaving of streets & driveways, RCAF Station. *Cold Lake Alta:* Valere's Construction Co Ltd, construction of extension, etc, Athabaska School, RCAF Station. *Boundary Bay B C:* Madig Construction Ltd, construction of 65 storage sheds for PMQs, Vancouver Wireless Station. *Chilliwack B C:* Chapman-Long Construction Ltd, improvements to water supply, Camp.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

### DEPARTMENT OF DEFENCE PRODUCTION

(Construction)

*Summerside P E I:* Arnold Cameron, interior painting of PMQs & Hillcrest housing units, *Halifax N S:* Tasco Sheet Metal & Roofing Co Ltd, repairs to roof of shed, Bldg No S-14, HMCS *Stadacona. Camp Gagetown N B:* Gilfords Ltd, replacement of roofing panels & insulation of various bldgs. *Moncton N B:* Arthur Bourque, application of

masonry preservative to Bldg No 48, No 5 Supply Depot; Scott Wheaton Ltd, replacing flooring in drill hall, Bldg No 18. *Montreal Que:* Eagle Paving Co Ltd, resurfacing parade ground & installation of drainage pipe, No 4 Works Coy RCE, 6769 Notre Dame St East. *Quebec Que:* E Premont & Fils Enr, reroofing Bldg No 2, Artillery Park. *Camp Borden, Ont:* Mott Mfg Ltd, dismantling of wooden tank & installation of water storage tank, 13 "X" Depot. *Clinton Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of 45 PMQs, RCAF Station; Eastern Painting & Decorating Co, exterior painting of 13 bldgs & annexes Nos 112 & 118, RCAF Station. *North Bay Ont:* Standard Paving Ltd, repairs to pavement. *Uplands Ont:* Dibblee Construction Co Ltd, paving, RCAF Station. *Gimli Man:* Stan's Painting & Decorating, interior repainting of approx thirty PMQs, RCAF Station. *Edmonton Alta:* L F Wilson Construction Ltd, installation of tile around basement walls in PMQs, Griesbach Barracks. *Ralston Alta:* Bill's Painting & Decorating, exterior painting of various bldgs, Suffield Experimental Station; C Craats—C V Painters, interior painting of 38 married quarters, Suffield Experimental Station; D & H Construction Ltd, construction of concrete bases & installation of equipment, Suffield Experimental Station. *Comox B C:* Forsythe Decorating Co, interior painting of various bldgs, HMCS *Quadra* (Goose Spit).

In addition, this Department awarded 43 contracts containing the General Fair Wages Clause.

(Catering Services)

*Cornwallis N S:* Canada Catering Co Ltd, catering at HMCS *Cornwallis.*

## NATIONAL HARBOURS BOARD

*Saint John N B:* Westeel Products Ltd, replacement of dockside doors, sheds 2 & 3. *Montreal Que:* Bau-Val Inc, paving of wharves, Sections 49-51; Beaver Asphalt Paving Co Ltd, paving of wharf, Section 53.

## DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

*Prince Edward Island National Park P E I:* Square-K Construction Ltd, construction of pumphouses for Dalvay Headquarters & Brackley Beach picnic area supply system.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

## PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

*Fort Garry Man:* Patrick Construction, construction of interceptor sewer from south boundary of University of Manitoba to Munster Street. *Port Coquitlam B C:* Arthur A Voice Construction Co Ltd, construction of pump lift station & laying of sewer trunks & laterals (Phase 1).

## DEPARTMENT OF PUBLIC WORKS

*Baie Verte Nfld:* Cameron Contracting Ltd, wharf reconstruction. *Carbonear Nfld:* Benson Builders Ltd, wharf repairs. *Charlottetown Nfld:* C C M Construction Co Ltd, construction of wharf. *Harbour Breton Nfld:* L G & M H Smith Ltd, extension to fish plant wharf. *Mary's Harbour (Labr) Nfld:* Twillingate Engineering & Construction Co Ltd, construction of wharf & shed. *North Harbour Nfld:* Pelley Enterprises Ltd, wharf construction. *Portugal Cove South Nfld:* Wm A Trask Ltd, breakwater reconstruction. *Roddickton Nfld:* Gid Sacrey Ltd, wharf improvements. *St Lawrence Nfld:* Benson Builders Ltd, construction of seawall. *Sandy Cove Nfld:* Avalon Construction & Engineering Ltd, wharf reconstruction. *South Dildo Nfld:* Pelley Enterprises Ltd, wharf reconstruction. *Trepassey Nfld:* Cameron Contracting Ltd, wharf reconstruction. *Winterton Nfld:* Glen Construction Co Ltd, wharf reconstruction. *Cardigan P E I:* Donald A MacPherson Construction, construction of post office bldg. *Arisaig N S:* Stanley Reid, dredging & wharf repairs. *Comeau's Hill N S:* Leonard W Shaw, wharf repairs. *Fourchu N S:* Dan A MacLeod, wharf repairs. *Grand Desert N S:* Naugles Sand & Gravel Co Ltd, repairs to beach protection. *Halifax N S:* Standard Construction Co Ltd, construction of inflammable liquids bldg, Camp Hill Hospital. *Margaree Harbour N S:* Albert MacDonald, breakwater replacement. *New Waterford N S:* Stephens Construction Ltd, construction of RCMP detachment quarters. *Point Michaud N S:* Gerald Forgeron, breakwater repairs. *Port Hood N S:* Allan J MacDonald, construction of landing wharf. *Wallace N S:* Colin R MacDonald Ltd, harbour improvements. *Burnt Church N B:* Price Construction (1964) Ltd, wharf repairs. *Cocagne Cape N B:* Modern Construction Ltd, wharf repairs. *Richibucto N B:* Leo Le Blanc, wharf repairs. *Barachois de Malbaie Que:* Eddy Gauthier, construction of post office bldg. *Bouchette Que:* R Martel & Fils Enrg, construction of post office bldg. *Cap-aux-Meules Que:* J W Delaney Ltd. wharf repairs. *Chapais Que:* Jolicoeur & Ste Croix Ltee, addition & alterations to post office. *Charette Que:* Gilles Malo, construction of post office bldg. *La Reine Que:* Adelard Pelletier Inc, construction of public wharf. *Lauzon Que:* J A Y

Bouchard Inc, replacement of superheater tubes, Champlain Dry Dock. *Montreal Que:* Societe Sanitaire Laval Ltee, removal of garbage, ashes, etc from federal bldgs; Nation-Wide Interior Maintenance Co Ltd, cleaning interior of International Civil Aviation Organization Bldg, 1080 University St; Dufresne Engineering Co Ltd, construction of ice control structure, Canadian Universal & International Exhibition. *Portneuf Station Que:* Andre Douville, construction of post office bldg. *Quebec Que:* Chalifour & Langevin Inc, cleaning & heating, St Roch federal bldg, 68 Quebec East; Mercury Maintenance Services Ltd, interior cleaning, Customs Bldg. *Riviere Ouelle Que:* Raymond Girard, construction of post office bldg. *Ste Adelaide de Pabos Que:* Gilbert Gauthier, construction of post office bldg. *St Augustin Que:* P E Alain, construction of protection wall. *Saint Godefroi Que:* P Arthur Nadeau, construction of post office bldg. *St Magloire Que:* Henri Pelletier, construction of post office bldg. *St Mathias Que:* Boulais & Frere Inc, construction of post office bldg. *St Romuald (Garneau Beach) Que:* Arthur Simoneau, construction of protection wall. *St Vallier Que:* Lacroix & Bouchard, construction of protection works. *Sault au Mounton Que:* Francois Lapointe Inc, construction of post office bldg. *Senneville Que:* McNamara Quebec Ltd, construction of Fisheries Laboratory Bldg. *Tadoussac Que:* Francois Lapointe Inc, construction of post office bldg. *Ville LaSalle Que:* Electric Construction Ltee, construction of Postal Station Lachine. *Blind River Ont:* Nipissing Construction Co Ltd, wharf reconstruction. *Emeryville Ont:* Herbert Winch & Son, construction of post office bldg. *Goderich Ont:* Dean Construction Co Ltd, harbour repairs & improvements. *Lion's Head Ont:* Beachell Construction Co Ltd, construtcion of post office bldg. *Monkton Ont:* Beachell Construction Co Ltd, construction of post office bldg. *Ottawa Ont:* L Zuccarini General Contractors Ltd, addition to Food & Drug Laboratory, Tunney's Pasture; Quebec Window & Interior Cleaning Co Ltd, cleaning interior, new UIC Bldg, Slater & Bay Streets; Modern Building Cleaning Service of Canada Ltd, cleaning interior, Mines & Technical Surveys, Administration Bldg, 588 Booth Street; Providence Plumbing & Heating Ltd, installation of liquid meter test equipment & piping, Standards Laboratory, Tunney's Pasture; K C Martin Construction Ltd, addition to Taxation Data Centre, Tunney's Pasture; Rowe Bros Co, alterations to 615 Booth Street, Sanco Ltd, cleaning interior, Confederation Bldg; Andrews Bros, installation of fatigue testing machines, 555 Booth Street; Canadian Ice Machine Co Ltd, revisions to computation room for Forest Products Physics Laboratory; Quebec Window & Interior Cleaning Co Ltd, cleaning interior, Radioactive Ores & Chemicals Laboratories, 555 Booth Street; DeLuxe Building Cleaning, cleaning interior, Plant Products Bldg, CEF; Providence Plumbing & Heating Ltd, alterations to washroom facilities, Royal Canadian Mint. *Prescott Ont:* G Crowe Construction, construction of Customs House. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, interior cleaning of federal bldg. *Vancouver B C:* Hallcraft Construction Co Ltd, alterations to 4824 Fraser Street for RCMP; Stevenson Construction Co Ltd, alterations to 5th floor, Customs Bldg. *Hay River—Pine Point Road N W T:* Poole Construction Co Ltd, construction of superstructures over the Hay River.

In addition, this Department awarded 40 contracts containing the General Fair Wages Clause.

## THE ST LAWRENCE SEAWAY AUTHORITY

*Various Locations Ont:* Vulcan Asphalt & Supply Co Ltd, application of mastic flooring in control rooms of 14 Welland Canal bridges. *Port Weller Ont:* H E Heighton & Son Ltd, installation of tubes & stay bolts in gate lifter boiler No 1, Welland Canal. *St. Catharines Ont:* H Cole Construction, demolition of Linwell Road Bridge abutments.

In addition, The St Lawrence Seaway Authority awarded three contracts containing the General Fair Wages Clause.

## DEPARTMENT OF TRANSPORT

*Charlottetown P E I:* Robert J Petrie Construction Ltd, extensions & modifications to VOR bldg for TACAN installation. *Halifax N S:* Western Plumbing & Heating Ltd, repairs to Air Terminal Bldg, International Airport. *Mill Village N S:* Howard A Reddy, excavation, backfilling, gravel & concrete work for Radome (Satellite Communication Ground Station). *Windsor Ont:* Mark Construction Ltd, relocation of VOR bldgs & services. *Medicine Hat Alta:* McCormick Electric Ltd, construction of MI lighting & related work, Air port. *Sidney B C:* Conniston Construction Co Ltd, landscaping the air terminal area, Victoria International Airport. *Norman Wells N W T:* McGregor Telephone & Power Construction Co Ltd, renovation & extension to electrical distribution system & related work; Huber Electric Ltd, installation of MI runway lighting & LI lighting, etc. *Watson Lake Y T:* Yukon Construction Co Ltd, rehabilitation of water & sewer system & related work, Airport.

In addition, this Department awarded 16 contracts containing the General Fair Wages Clause.

# PRICE INDEX

## Consumer Price Index, May 1964

The consumer price index (1949=100) for May was 135.0, unchanged from April but 2.0 per cent higher than the May 1963 index of 132.3.

Between April and May, decreases in the food, clothing and transportation indexes offset increases for housing, health and personal care, recreation and reading, and tobacco and alcohol.

The food index declined 0.5 per cent to 131.2 from 131.8. Prices for fresh fruits and vegetables, powdered skim milk, bread, flour, cake mix, sugar, coffee, and some cuts of beef and fresh pork increased. Lower prices were reported for eggs, tea bags, pickles, some seasonal vegetables, cured pork, veal and chicken.

### Rents Higher

The housing index rose 0.4 per cent to 138.3 from 137.8. Higher prices for both rent and home-ownership moved the shelter component, but in the household operation component, slightly higher prices for furniture, floor coverings and household supplies were balanced by lower prices for textiles and utensils and equipment.

The clothing index declined 0.3 per cent to 118.7 from 119.1 as a result of sales in men's and women's wear and piece goods. Prices for children's wear and footwear were slightly higher.

The transportation index decreased 0.3 per cent to 142.4 from 142.8, reflecting scattered lower prices for new cars and lower train fares. Prices for gasoline and motor oil increased in a few cities.

The health and personal care index advanced 0.5 per cent to 167.3 from 166.5. Higher prices were reported for some personal care supplies, men's haircuts, and women's hairdressing.

The recreation and reading index increased 0.3 per cent to 151.5 from 151.0. Higher prices for motion picture admissions, camera film, bicycles and toys moved the recreation component, and higher prices for newspapers caused a slight increase in the reading component.

The tobacco and alcohol index was up 0.6 per cent to 120.2 from 119.5, mainly as a result of higher prices for beer and liquor in the Maritimes.

Group indexes in May 1963 were: food 128.3, housing 136.0, clothing 115.6, transportation 140.6, health and personal care 162.6, recreation and reading 148.8, and tobacco and alcohol 117.8.

## City Consumer Price Indexes, April 1964

Consumer price indexes (1949=100) rose between March and April in eight of the ten regional cities.

Increases ranged from 0.1 per cent in Montreal and Toronto to 0.4 per cent in Vancouver. The index for St. John's declined 0.1 per cent and the Saint John index was unchanged.

Food indexes were higher in six cities, lower in three cities and unchanged in one city. Housing indexes moved up slightly in seven cities and showed no change in the other three. Clothing indexes registered increases in eight cities and remained unchanged in two. In five cities the transportation indexes were lower, and in the other five were constant. There were increases in the health and personal care indexes for nine cities; the tenth held steady. Indexes for recreation and reading fell in eight cities and rose in two. The indexes for tobacco and alcohol were higher in three cities but unchanged in the other seven.

Regional consumer price index point changes between March and April were as follows: Vancouver +0.5 to 132.6; Ottawa +0.4 to 135.9; Saskatoon-Regina +0.4 to 129.3; Winnipeg +0.3 to 132.0; Halifax +0.2 to 131.8; Montreal +0.2 to 134.7; Toronto +0.2 to 136.6; Edmonton-Calgary +0.2 to 128.0; St. John's −0.1 to 120.3*. Saint John remained unchanged at 134.3.

## Wholesale Price Index, April 1964

Canada's general wholesale index (1935-39=100) in April was 245.6, unchanged from March and 1.2 per cent above the April 1963 index of 242.8. Six major group indexes advanced and two declined.

The non-ferrous metals products group index increased 1.3 per cent to 204.1 from 201.5, and the iron and steel products group index of 255.4 was 0.2 per cent above the 255.0 the previous month. The animal products group and the textile products group indexes moved up 0.1 per cent, animal products to 249.5 from 249.3 and textile products to 249.9 from 249.6. Other major group indexes that rose in April were the chemical products group, to 190.2 from 190.1, and the wood products group, to 331.0 from 330.9.

The vegetable products group index of 226.0 was 0.7 per cent below the March index of 227.7 and the non-metallic minerals products group index dropped 0.5 per cent to 190.5 from 191.5.

*The index of Canadian farm product* prices at terminal markets (1935-39=100) eased 0.1 per cent from 215.1 to 214.9 in

*On base June 1951=100.

the four-week period ending April 24. The animal products index moved down 0.5 per cent from 264.5 to 263.2, and the field products index rose 0.5 per cent from 165.7 to 166.5.

**U.S. Consumer Price Index, April 1964**

The United States consumer price index (1957-59=100) rose 0.1 per cent to 107.8 in April, a record, from 107.7 in March. The index in April 1963 was 106.2.

The index has risen two tenths of a point since December. In the same period last year, it went up four tenths of a point.

Higher prices for most consumer services, used cars and apparel were responsible for the rise in April. Part of the increase was caused by a rise in hotel and motel prices in and around New York City, presumably because of increased demand during the New York World's Fair.

**British Index of Retail Prices, March 1964**

The British index of retail prices (Jan. 16, 1962=100) rose to 105.2 in mid-March from 104-8 in mid-February. The March 1963 index was 103.7.

The food group index rose to 105.8 from 105.4.

## Recent Regulations

(*Continued from page 508*)

As indicated above, only a few of the Zone "A" rates were increased. The rates for electrical workers in Zone "A" were increased by 10 cents to $2.90 an hour for licensed journeymen and to $1.95 an hour for helpers with two or more years of experience. The rate for journeymen lathers was increased from $2.65 to $2.85 an hour. The minimum for journeymen sheetmetal workers in Zone 'A" is now $2.60 an hour.

Rates in Zone "A" range from $3 an hour for journeymen in the plumbing, pipefitting and steamfitting industry to $1.05 an hour for watchmen and flagmen.

Rates in Zone "B", which are unchanged, range from $2.90 an hour, the minimum for bridge and structural ironworkers, to $1.05 an hour for watchmen and flagmen.

The rates in Part II, the section governing highway, road, bridge or drainage construction work outside Winnipeg, again range from $2.15 an hour for carpenters to $1 an hour for watchmen and flagmen. The most common rate is $1.40 an hour and is the minimum wage payable to truck drivers and operators of certain types of tractors. The minimum for labourers remains $1.35 an hour.

## Seventh Session, ILO Committee

(*Continued from page 491*)

The Committee's conclusions listed a number of suitable measures to avoid idle resources and to combat several types of unemployment, namely cyclical, intermittent and seasonal unemployment. They gave examples of measures making it possible to continue building throughout the year thus avoiding fluctuations during wintertime.

Delegates came from Argentina, Australia, Austria, Brazil, Canada, Chile, Denmark, Finland, France, Federal Republic of Germany, India, Israel, Italy, Japan, Morocco, Mexico, Norway, The Netherlands, Poland, Sweden, Switzerland, United Arab Republic, United Kingdom, United States and the U.S.S.R.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 188

**Annual Reports**

1. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Summary of Business Activity in British Columbia, 1963; an Annual Survey of Economic Conditions with a Statistical Supplement for the Years, 1953-1963.* Victoria, 1963. Pp. 54, 26.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada.* Twelfth edition, April 1963, Ottawa, Queen's Printer, 1963. Pp. 83.

"The main purpose of this publication . . . is to provide basic information for persons who are considering emigration to Canada." Contents: Population and Employment. Finding a Job. Wages, Salaries and Earnings. Working Conditions. Education and Training. Living Standards. Social Welfare Services. Government.

3. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-second Annual Report, Fiscal Year ending March 31, 1963.* Ottawa, Queen's Printer, 1964. Pp. 87.

4. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Sixth General Report on the Activities of the Community, 1 May 1962-31 March 1963.* Brussels, 1963. Pp. 317.

Edition française: Sixième rapport général sur l'activité de la Communauté, 1er mai 1962-31 mars 1963. Pp. 356.

5. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics, No. 100, 1963.* London, HMSO, 1963. Pp. 336.

6. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; Twenty-fourth Annual Report for the Fiscal Year ending March 31st, 1963.* Winnipeg, 1964. Pp. 19.

7. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report, January 1st to December 31st, 1963.* [Winnipeg, 1964] Pp. 55.

8. MANITOBA. DEPARTMENT OF LABOUR. *Annual Wage and Salary Survey, 1963, reflecting Rates contained in Final September Payroll.* Winnipeg, 1964. Pp. 136.

9. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Annual Report for the Year ending March 31, 1963.* Fredericton [1964?] Pp. 74.

10. NEW SOUTH WALES. PREMIER'S DEPARTMENT. *Australian Legislative Digest, 1958; Summaries of the Principal Acts passed by the Commonwealth and State Parliaments during 1958.* Sydney, Government Printer, 1963. Pp. 128.

11. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year* Printer, 1963. Pp. 61.

12. QUEBEC (PROV.). DEPARTMENT OF INDUSTRY AND COMMERCE. *Report for the Year ending March 31st, 1963.* Quebec, 1964. Pp. 53.

French and English, the latter inverted with special title page

Edition française: *Rapport du Ministère de l'industrie et du commerce pour l'année finissant le 31 mars, 1963.*

13. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Nineteenth Annual Report for the Twelve Months ended March 31, 1963.* Regina, Queen's Printer, 1964. Pp. 152.

14. U.S. NATIONAL MEDIATION BOARD. *Twenty-ninth Annual Report; Including the Report of the National Railroad Adjustment Board for the Fiscal Year ended June 30, 1963.* Washington, GPO, 1963. Pp. 96.

15. U.S. NATIONAL SCIENCE FOUNDATION. *Thirteenth Annual Report for the Fiscal Year ended June 30, 1963.* Washington, GPO, 1964. Pp. 374.

16. U.S. PRESIDENT, 1963- (JOHNSON). *Economic Report of the President transmitted to the Congress, January 1964; Together with the Annual Report of the Council of Economic Advisers.* Washington, GPO, 1964. Pp. 304.

17. U.S. PRESIDENT, 1963- (JOHNSON). *Manpower Report of the President and a Report on Manpower Requirements,*

*Resources, Utilization, and Training by the United States Department of Labor, transmitted to the Congress, March 1964.* Washington, GPO, 1964. Pp. 279.

18. U.S. SELECTIVE SERVICE SYSTEM. *Annual Report of the Director of Selective Service for the Fiscal Year 1963 to the Congress of the United States pursuant to the Universal Military Training and Service Act as amended.* Washington, GPO, 1964. Pp. 91.

**Business**

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Development of Marketing Objectives and Plans; a Symposium.* New York, 1963. Pp. 56.

Several business executives with marketing experience discuss marketing objectives and planning.

20. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Duplicating and Mailing Service.* Washington, GPO, 1963. Pp. 55 .

Some of the topics covered in this booklet are: how much capital is required; how to get organized; where to locate; how much to charge for services given; how to keep financial records; how to look after taxes, insurance, and legal matters; credits and collections; how to operate efficiently; and, how to take care of advertising, selling, and public relations.

**Economic Conditions**

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Business Outlook, 1964; a Discussion by the Conference Board Economic Forum and Guests held at . . . New York City, November 27, 1963.* New York, c1963. Pp. 127.

Some of the topics discussed by the NICB Economic Forum were: retail trade, services and consumer durables, outlook for plant and equipment, steel and capital goods, government, construction, agriculture, finance and balance of payments, securities, and prices and wages.

22. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Belgium-Luxembourg Economic Union, 1963.* Paris, 1963. Pp. 41.

23. WATKINS, MELVILLE H., Ed. *Economics: Canada; Recent Readings,* edited by Melville H. Watkins and Donald F. Forster. Toronto, McGraw-Hill, 1963. Pp. 376.

Readings are presented under nine headings: 1. Scope and Method; 2. The Allocation of Resources; 3. Industrial Organization and Public Policy; 4. Income and Employment; 5. International Economic Relations; 6. Income Distribution and Social Security; 7. The Labour Market and the Labour Movement; 8. The Canadian Economy; and 9. Contemporary Economic Problems.

**Education**

24. JACKSON, ROBERT WILLIAM BRIERLY. *The Problem of Numbers in University Enrolment; a Paper presented at the Canadian Education Association 40th Convention, September 26-28, 1963, Quebec City, Quebec.* Toronto, University of Toronto, Ontario College of Education Dept. of Educational Research, 1963. Pp. 53.

The author discusses the emergency measures that have to be taken to deal with the increasing university enrolment.

25. KIDD, JAMES ROBBINS, Ed. *Learning and Society.* Toronto, Canadian Association for Adult Education, 1963. Pp. 414.

"Readings in Canadian adult education."

26. MARITAIN, JACQUES. *Education at the Crossroads.* New Haven, Yale University Press [1960, c1943] Pp. 120.

Reprint of the original 1943 edition. The book consists of four sections: The Aims of Education; The Dynamics of Education; The Humanities and Liberal Education; The Trials of Present-Day Education.

27. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Annual Report, 1963; Including a Summary of the Proceedings of the 12th Assembly of Delegates, Rio de Janeiro, August 1963.* Washington [1963?] Pp. 132.

**Industrial Relations**

28. MACDONALD, ROBERT M. *Collective Bargaining in the Automobile Industry; a Study of Wage Structure and Competitive Relations.* New Haven, Conn., Yale University Press, 1963. Pp. 410.

". . . Concerned with the influence of collective bargaining upon the structure of wages and interfirm labor costs in the automobile industry."

29. QUEBEC (CITY). UNIVERSITÉ LAVAL. DEPARTEMENT DES RELATIONS INDUSTRIELLES. *La fonction de conseil dans le processus de décision et de contrôle* [par] Emile Gosselin [et al.] Québec, Les Presses de l'Université Laval [1962] Pp. 131.

Report of the 17th Congrès des relations industrielles de l'Université Laval held in Quebec City, April 30 and May 1, 1962.

Contents: Position du problème, par Emile Gosselin. Structure classique de l'organisation, par Jean-Paul Deschênes. La fonction de conseil dans le secteur de l'entreprise privée, par Gaston Fournier. La fonction de conseil dans le secteur du syndicalisme, par Marcel Pepin.

La fonction de conseil dans le secteur du syndicalisme, par Eugene Forsey. La fonction de conseil dans le secteur de l'Etat, par Paul Pelletier. Consequences du rôle du specialiste sur les decisions et sur le contrôle, par W. A. Hunter. Un nouveau concept integrant les notions de fonction hiérarchique (line) et de fonction de conseil (staff), par Roger Chartier. La fonction de conseil dans la societé moderne, par Roger Gregoire.

30. RAZA, M. ALI. *The Industrial Relations System of Pakistan.* Karachi, Bureau of Labour Publications, 1963. Pp. 174.

31. SHILS, EDWARD BENJAMIN. *Automation and Industrial Relations.* New York, Holt, Rinehart and Winston, 1963. Pp. 360.

Partial Contents: The Computer: its Use in the Plant and the Office. Automation challenges the Government. Factors determining a Firm's Ability to automate. Labor looks at Automation. Collective Bargaining Provisions resulting from Automation. Influence of Automation on Job Evaluation and Skill Requirements. Introduction of Automation in Face of Restrictive Work Practices. Influence of Automation on Education, Training, and Retraining Programs. Clerical Automation and White-Collar Organizing Drives.

32. WELTON, HARRY. *The Unnecessary Conflict; a Commonsense View of Industrial Relations.* London, Pall Mall Press, 1962. Pp. 104.

The author says that the "main ingredients for good industrial relations" are courage, common sense, co-operation, sincerity and integrity. After outlining problems existing in present-day industrial relations in Great Britain, the author suggests some "golden rules" for providing solutions to the problems.

**John Rogers Commons**

33. COMMONS, JOHN ROGERS. *Myself, the Autobiography of John R. Commons.* Madison, University of Wisconsin Press, 196. Pp. 201.

The autobiography of the famous American labour historian.

34. SOMERS, GERALD GEORGE, Ed. *Labour, Management, and Social Policy; Essays in the John R. Commons Tradition.* Madison, University of Wisconsin Press, 1963. Pp. 303.

Written to mark the centennial of John R. Commons' birth in 1862.

Partial Contents: The Labor History and Labor Theory of John R. Commons: an Evaluation in the Light of Recent Trends and Criticism, by Robert Ozanne. Collective Bargaining Theory, by L. Reed Tripp. The Government and Politics of the AFL-CIO, by Jack Barbash. The Development and Status of Social Security in America, by Arthur J. Altmeyer. The Adequacy of Workmen's Compensation as Social Insurance: a Review of Developments and Proposals, by Abner Brodie. Prevailing Wage Law, by David B. Johnson. Policy Implications of Labor Market Analysis, by Gerald G. Somers.

**Labour Organization**

35. BAGWELL, PHILIP SIDNEY. *The Railwaymen; the History of the National Union of Railwaymen.* London, Allen & Unwin, 1963. Pp. 725.

An account of the National Union of Railwaymen (and of its predecessors) from its founding in 1913 up to 1960.

36. BOTTOMLEY, ARTHUR GEORGE. *The Use and Abuse of Trade Unions.* London, Ampersand Books, 1963. Pp. 89.

The author, a British Labour Party M.P., claims that Communists have infiltrated British trade unions to use them for their own purposes.

37. JACOBS, PAUL. *The State of the Unions.* [1st ed.] New York, Atheneum, 1963. Pp. 303.

The author, a former union official, has collected a series of articles written over the past eight years on various aspects of American trade unionism and has added comments to bring them up to date. Among the prominent labour leaders discussed are James Hoffa, Harry Bridges, and David Dubinsky.

38. PELLING, HENRY. *A History of British Trade Unionism.* Harmondsworth, Eng., Penguin Books, 1963. Pp. 286.

The first comprehensive history of British trade unions in 35 years. Mr. Pelling is a Fellow of Queen's College, Oxford and an internationally known authority on trade unionism.

39. PETERSON, FLORENCE. *American Labor Unions, What they are and How they work. 2d rev. ed.* New York, Harper, 1963. Pp. 271.

A "factual presentation of the history, structure and operation of American labor organizations."

**Labouring Classes**

40. MENGER, ANTON. *The Right to the Whole Produce of Labour; the Origin and Development of the Theory of Labour's Claim to the Whole Product of Industry.* Translated by M. E. Tanner. With an introd. and Bibliography by H. S. Foxwell. New York, A. M. Kelley, 1962. Pp. 271.

The author (1841-1905) was Professor of Civil Procedure at the University of Vienna. He was also a mathematician and wrote on economic matters and socialism.

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Changing Location of Manufacturing Employment. Part 1. Changes, by Type of Location, 1947-1961,* by Daniel Creamer, assisted by Richard Rothman. New York, 1963. Pp. 152.

42. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Adaptation and Training of Rural Workers*

*for Industrial Work*. Co-ordination of research: report by Guy Barbichon. Paris, 1962. Pp. 139.

A report of research into the mobility of farm workers in European member countries of OECD.

43. RUBNER, ALEX. *Fringe Benefits, the Golden Chains*. London, Putnam, 1962. Pp. 258.

The author examines many different types of fringe benefits and explains why he does not approve of them.

**Scientists**

44. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. COMMITTEE ON SCIENTIFIC MANPOWER. *Scientific and Technological Manpower in Great Britain, 1962*. London, HMSO, 1963. Pp. 59.

45. THOMPSON, WALTER PALMER. *Graduate Education in the Sciences in Canadian Universities*. Toronto, University of Toronto Press; [Québec] Presses de l'Université Laval, 1963. Pp. 112.

Partial Contents: Institutions and Courses. Organization and Administration. Numbers. Migration. Regulations governing Master's Programmes. Regulations governing Doctoral Programmes. Finances. Student Aid. Subsequent Employment. New Developments. Assessment.

**Wages and Hours**

46. MONTREAL. BOARD OF TRADE. *Annual Survey of Clerical Employees; Salaries and Working Conditions in the Montreal Area, 1963*. Montreal, 1964. Pp. 16. Surveyed October 1963.

47. SAKURABAYASHI, MAKOTO. *Interfirm Wage Differentials in Postwar Japan*, by Makoto Sakurabayashi and Etsuro Nagasawa. Tokyo, Sophia University, 1962. Pp. 28.

**Women—Employment**

48. INTERNATIONAL LABOUR OFFICE. *Women Workers in a Changing World (Employment of Women with Family Responsibilities)*. Sixth Item on the Agenda. Geneva, 1963-1964. 2 volumes.

At head of title: Report 6(1)-(2). International Labour Conference. 48th Session, Geneva, 1964.

Part 1 contains a questionnaire to be completed by member countries. Part 2 reports on the replies and presents Proposed Conclusions based on them.

49. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *The Open Door International (for the Economic Emancipation of the Woman Worker); its Object, its Policy, its Work*. Brussels. 1963. Pp. 21.

50. ROSS, JEAN. *"Every Customer is my Guest"; a Manual for Food Service in Small Hotels and Restaurants*. Halifax, Nova Scotia Travel Bureau, Dept. of Trade and Industry, 1963. Pp.[84].

Supplements: *1. Instructions for conducting a Waitress Training Course. 2. Waitress Course Training Guide.*

**Miscellaneous**

51. CANADIAN TAX FOUNDATION. *Report of Proceedings of the Seventeenth Annual Tax Conference . . . Vancouver, November 18-19-20, 1963*. Toronto, 1964. Pp. 392.

52. DUVALL, SYLVANUS MILNE. *The Art and Skill of getting along with* People. Englewood Cliffs, N.J., Prentice-Hall, 1961. Pp. 246.

53. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The Federation of Malaysia*. London, HMSO, 1963. Pp. [76].

54. INTERNATIONAL TYPOGRAPHICAL UNION OF NORTH AMERICA. *Federal Responsibility for a Free and Competitive Press. [Brief to be] presented before the Antitrust Subcommittee of the House Committee on the Judiciary Investigation of Monopoly Practices in the Newspaper Industry, Rep. Emanuel Celler (D.-N.Y.), Chairman, Washington, D.C., 1963*. Colorado Springs, Colo., 1963. Pp. 170.

Concerns alleged monopoly and concentration of ownership in the American newspaper industry.

55. NATIONAL OLD PEOPLE'S WELFARE COUNCIL. *Employment and Workshops for the Elderly*. Rev. ed. London, 1963. Pp. [24].

56. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Evaluation of Supervisory and Management Training Methods; Co-ordination of Research*. General rapporteur: R. Meigniez; Co-rapporteurs: F. Gauchet [and others. Paris, 1963] Pp. 159.

57. SHINWELL, EMANUEL. *The Labour Story*. London, MacDonald, 1963. Pp. 222.

The author tells the story of the British Labour Party over a 60-year period. He is an M.P., a Privy Councillor, and a former Cabinet Minister.

58. SOCIAL PLANNING COUNCIL OF METROPOLITAN TORONTO. *A Study of the Needs and Researches for Community-supported Welfare, Health and Recreation Services in Metropolitan Toronto, a Community Self-Study*. Toronto, 1963. Pp. 274.

59. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED. *Pathways to Action: Jobs for the Handicapped; Program Guide, 1963-64*. Washington, GPO, 1963. Pp. 19.

A brief description of what private citizens in the U.S. are doing for the handicapped.

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supervises whatever medical investigation is necessary.

The chief inspector emphasizes that early notification of suspected cases of industrial disease is important in order to ensure thorough investigation of the working environment, and the taking of remedial action to prevent a recurrence.

The remainder of this chapter, among other matters, discusses some early symptoms of the notifiable industrial diseases referred to above.

## LABOUR STATISTICS


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## A—Labour Force

### TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 23, 1964

(estimates in thousands)

Source: DBS Labour Force Survey

| — | Canada | Atlantic Region | Quebec | Ontario | Prairie Region | British Columbia |
|---|---|---|---|---|---|---|
| The Labour Force | 6,901 | 616 | 1,906 | 2,527 | 1,205 | 647 |
| Men | 4,947 | 457 | 1,398 | 1,764 | 865 | 463 |
| Women | 1,954 | 159 | 508 | 763 | 340 | 184 |
| 14–19 years | 635 | 64 | 186 | 199 | 130 | 56 |
| 20–24 years | 911 | 92 | 302 | 293 | 151 | 73 |
| 25–44 years | 3,051 | 251 | 859 | 1,145 | 506 | 290 |
| 45–64 years | 2,082 | 187 | 513 | 797 | 375 | 210 |
| 65 years and over | 222 | 22 | 46 | 93 | 43 | 18 |
| Employed | 6,608 | 574 | 1,794 | 2,457 | 1,714 | 609 |
| Men | 4,713 | 420 | 1,302 | 1,714 | 840 | 437 |
| Women | 1,895 | 154 | 492 | 743 | 334 | 172 |
| Agriculture | 667 | 43 | 126 | 160 | 318 | 20 |
| Non-agriculture | 5,941 | 531 | 1,668 | 2,297 | 856 | 589 |
| Paid Workers | 5,415 | 469 | 1,513 | 2,114 | 788 | 531 |
| Men | 3,736 | 327 | 1,071 | 1,440 | 520 | 378 |
| Women | 1,679 | 142 | 442 | 674 | 268 | 153 |
| Unemployed | 293 | 42 | 112 | 70 | 31 | 38 |
| Men | 234 | 37 | 96 | 50 | 25 | 26 |
| Women | 59 | * | 16 | 20 | * | 12 |
| Persons not in the Labour Force | 5,807 | 666 | 1,755 | 1,904 | 948 | 534 |
| Men | 1,362 | 182 | 407 | 419 | 222 | 132 |
| Women | 4,445 | 484 | 1,348 | 1,485 | 726 | 402 |

* Less than 10,000.

## TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MAY 23, 1964
## CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

| — | Total | 14–19 years all persons | 20–64 years | | | | 65 years and over all persons |
|---|---|---|---|---|---|---|---|
| | | | Men | | Women | | |
| | | | Married | Other | Married | Other | |
| Population 14 years of age and over[1] | 12,708 | 2,001 | 3,666 | 986 | 3,777 | 920 | 1,358 |
| Labour force | 6,901 | 635 | 3,549 | 864 | 980 | 651 | 222 |
| Employed | 6,608 | 575 | 3,426 | 797 | 962 | 632 | 216 |
| Unemployed | 293 | 60 | 123 | 67 | 18 | 19 | * |
| Not in labour force | 5,807 | 1,366 | 117 | 122 | 2,797 | 269 | 1,136 |
| Participation rate[2] | | | | | | | |
| 1964, May 23 | 54.3 | 31.7 | 96.8 | 87.6 | 25.9 | 70.8 | 16.3 |
| April 18 | 53.3 | 29.7 | 96.1 | 84.0 | 25.4 | 70.9 | 16.1 |
| Unemployment rate[3] | | | | | | | |
| 1964, May 23 | 4.2 | 9.4 | 3.5 | 7.8 | 1.8 | 2.9 | * |
| April 18 | 6.0 | 11.7 | 5.2 | 12.2 | 2.0 | 3.0 | 4.6 |

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000.

## TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 23, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

| — | May 1964 | April 1964 | May 1963 |
|---|---|---|---|
| Total Unemployed | 293 | 403 | 346 |
| On temporary layoff up to 30 days | 12 | 23 | 17 |
| Without work and seeking work | 281 | 380 | 329 |
| Seeking full-timework | 263 | 365 | 316 |
| Seeking part-time work | 18 | 15 | 13 |
| Seeking under 1 month | 82 | 72 | 74 |
| Seeking 1–3 months | 83 | 123 | 92 |
| Seeking 4–6 months | 57 | 123 | 94 |
| Seeking more than 6 months | 59 | 62 | 69 |

## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

(Revised)

| Year and Month | Monthly Totals | | | Quarterly Totals[1] | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Mining | Manufacturing | Transportation, Storage and Communication[2] | Forestry | Construction | Public utilities | Trade | Finance Services (including Government) | Supplementary Labour income | Totals [3] |
| 1959—Total | 552 | 5,096 | 1,785 | 288 | 1,279 | 332 | 2,528 | 4,652 | 743 | 17,459 |
| 1960—Total | 563 | 5,246 | 1,809 | 323 | 1,214 | 343 | 2,640 | 5,100 | 794 | 18,245 |
| 1961—Total | 542 | 5,306 | 1,862 | 283 | 1,252 | 354 | 2,740 | 5,612 | 820 | 18,989 |
| 1962—Total | 559 | 5,704 | 1,908 | 297 | 1,345 | 376 | 2,881 | 6,049 | 837 | 20,183 |
| 1963—Total | 573 | 6,052 | 2,008 | 312 | 1,409 | 402 | 3,089 | 6,606 | 867 | 21,550 |
| 1963— | | | | | | | | | | |
| March | 46.0 | 484.9 | 156.5 | | | | | | | 1,692.9 |
| April | 45.8 | 494.0 | 160.9 | | | | | | | 1,726.6 |
| May | 47.9 | 504.9 | 165.7 | 66.7 | 349.3 | 100.3 | 763.1 | 1,652.9 | 215.8 | 1,789.4 |
| June | 48.3 | 513.6 | 169.9 | | | | | | | 1,843.2 |
| July | 49.0 | 500.1 | 172.4 | | | | | | | 1,815.8 |
| August | 48.9 | 513.8 | 181.7 | 91.0 | 417.6 | 103.8 | 780.6 | 1,659.3 | 219.5 | 1,861.4 |
| September | 49.1 | 522.9 | 172.5 | | | | | | | 1,889.2 |
| October | 48.7 | 522.4 | 172.8 | | | | | | | 1,879.6 |
| November | 48.3 | 523.8 | 172.2 | 90.8 | 364.9 | 102.1 | 814.3 | 1,702.8 | 220.9 | 1,861.5 |
| December | 48.0 | 516.7 | 166.6 | | | | | | | 1,824.6 |
| 1964— | | | | | | | | | | |
| January | 48.5 | 520.7 | 168.6 | | | | | | | 1,816.7 |
| February* | 48.8 | 524.8 | 166.2 | 70.2 | 309.4 | 99.4 | 792.3 | 1,730.5 | 220.7 | 1,826.2 |
| March† | 48.8 | 530.3 | 165.2 | | | | | | | 1,839.6 |
| **Seasonally Adjusted** | | | | | | | | | | |
| 1959—Total | 552 | 5,096 | 1,785 | 288 | 1,279 | 332 | 2,528 | 4,652 | 743 | 17,459 |
| 1960—Total | 563 | 5,246 | 1,809 | 323 | 1,214 | 343 | 2,640 | 5,100 | 794 | 18,245 |
| 1961—Total | 542 | 5,306 | 1,862 | 283 | 1,252 | 354 | 2,740 | 5,612 | 820 | 18,989 |
| 1962—Total | 559 | 5,704 | 1,908 | 297 | 1,345 | 376 | 2,881 | 6,049 | 837 | 20,183 |
| 1963—Total | 573 | 6,052 | 2,008 | 312 | 1,409 | 402 | 3,089 | 6,606 | 867 | 21,550 |
| 1963— | | | | | | | | | | |
| March | 47.1 | 494.2 | 163.7 | | | | | | | 1,755.0 |
| April | 47.5 | 496.7 | 164.8 | | | | | | | 1,766.3 |
| May | 47.5 | 499.2 | 164.7 | 77.8 | 347.8 | 100.2 | 762.6 | 1,624.4 | 215.6 | 1,773.0 |
| June | 47.3 | 499.8 | 165.3 | | | | | | | 1,780.4 |
| July | 47.5 | 499.1 | 165.2 | | | | | | | 1,784.6 |
| August | 47.8 | 505.3 | 174.5 | 80.6 | 347.0 | 100.8 | 780.0 | 1,671.7 | 217.5 | 1,816.8 |
| September | 48.3 | 508.7 | 168.7 | | | | | | | 1,818.9 |
| October | 48.5 | 513.9 | 170.2 | | | | | | | 1,834.1 |
| November | 48.4 | 522.5 | 171.9 | 79.7 | 363.3 | 102.5 | 797.0 | 1,704.7 | 220.0 | 1,848.0 |
| December | 48.7 | 531.2 | 171.7 | | | | | | | 1,869.8 |
| 1964— | | | | | | | | | | |
| January | 49.1 | 536.7 | 173.5 | | | | | | | 1,891.3 |
| February* | 49.7 | 538.3 | 172.4 | 81.1 | 391.8 | 102.2 | 811.7 | 1,745.9 | 224.1 | 1,902.6 |
| March† | 50.1 | 540.5 | 173.3 | | | | | | | 1,906.6 |

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March 1964 employers in the principal non-agricultural industries reported a total employment of 2,950,224. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

### TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

| Year and Month | Industrial Composite[1] | | | Manufacturing | | |
|---|---|---|---|---|---|---|
| | Index Numbers (1949–100) | | Average Weekly Wages and Salaries | Index Numbers (1949–100) | | Average Weekly Wages and Salaries |
| | Employment | Average Weekly Wages and Salaries | | Employment | Average Weekly Wages and Salaries | |
| Averages | | | | | | |
| 1959 | 119.7 | 171.0 | 73.47 | 111.1 | 172.5 | 75.84 |
| 1960 | 118.7 | 176.5 | 75.83 | 109.5 | 117.8 | 78.19 |
| 1961 | 118.1 | 181.8 | 78.11 | 108.9 | 183.9 | 80.73 |
| 1962 | 121.5 | 187.5 | 80.55 | 113.3 | 189.2 | 83.17 |
| 1963 | 124.6 | 194.0 | 83.36 | 116.4 | 196.0 | 86.17 |
| 1963— | | | | | | |
| March | 117.7 | 193.1 | 82.96 | 112.8 | 195.5 | 85.95 |
| April | 119.3 | 194.4 | 83.53 | 113.7 | 197.2 | 86.72 |
| May | 123.6 | 194.8 | 83.69 | 116.3 | 197.4 | 86.80 |
| June | 127.5 | 194.7 | 83.64 | 118.9 | 196.2 | 86.29 |
| July | 127.7 | 193.8 | 83.27 | 116.9 | 194.0 | 85.30 |
| August | 130.2 | 193.9 | 83.28 | 120.0 | 194.4 | 85.47 |
| September | 130.3 | 196.0 | 84.22 | 120.3 | 197.2 | 86.71 |
| October | 129.4 | 197.0 | 84.65 | 119.3 | 198.8 | 87.43 |
| November | 128.6 | 197.0 | 84.61 | 118.6 | 200.7 | 88.24 |
| December | 125.1 | 190.0 | 81.64 | 115.9 | 192.6 | 84.67 |
| 1964— | | | | | | |
| January | 123.3 | 198.1 | 85.10 | 117.0 | 202.0 | 88.83 |
| February* | 123.0 | 199.6 | 85.74 | 117.7 | 202.4 | 88.98 |
| March† | 123.4 | 198.4 | 85.25 | 118.4 | 201.9 | 88.76 |

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

## TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

| Area | Employment Index Numbers | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | Mar. 1964 | Feb. 1964 | Mar. 1963 | Mar. 1964 | Feb. 1964 | Mar. 1963 |
| | | | | $ | $ | $ |
| **Provinces** | | | | | | |
| Newfoundland | 124.1 | 126.1 | 114.4 | 78.69 | 77.76 | 75.46 |
| Prince Edward Island | 111.2 | 109.7 | 104.8 | 62.02 | 62.47 | 63.06 |
| Nova Scotia | 88.9 | 94.5 | 88.3 | 70.15 | 71.40 | 68.20 |
| New Brunswick | 101.1 | 104.6 | 98.6 | 70.72 | 72.12 | 70.78 |
| Quebec | 122.5 | 121.6 | 116.3 | 82.56 | 83.24 | 80.51 |
| Ontario | 127.8 | 126.9 | 121.8 | 88.47 | 88.84 | 85.75 |
| Manitoba | 110.3 | 110.2 | 106.1 | 77.95 | 78.20 | 76.62 |
| Saskatchewan | 121.3 | 120.2 | 115.9 | 80.37 | 80.73 | 77.77 |
| Alberta (including Northwest Territories) | 157.8 | 157.9 | 152.1 | 85.38 | 85.98 | 84.24 |
| British Columbia (including Yukon) | 118.7 | 118.0 | 113.9 | 93.05 | 93.52 | 90.24 |
| **Canada** | **123.4** | **123.0** | **117.8** | **85.25** | **85.74** | **82.94** |
| **Urban areas** | | | | | | |
| St. John's | 139.8 | 138.9 | 135.1 | 64.22 | 64.36 | 62.34 |
| Sydney | 52.6 | 77.1 | 76.5 | 87.58 | 84.55 | 78.67 |
| Halifax | 129.2 | 130.6 | 123.8 | 72.17 | 73.49 | 69.86 |
| Moncton | 101.3 | 100.8 | 98.4 | 66.43 | 67.87 | 63.44 |
| Saint John | 113.5 | 114.8 | 119.6 | 71.41 | 71.26 | 71.58 |
| Chicoutimi—Jonquiere | 111.7 | 111.7 | 101.0 | 101.45 | 100.35 | 98.98 |
| Quebec | 122.2 | 121.1 | 120.2 | 71.81 | 73.01 | 71.64 |
| Sherbrooke | 115.5 | 115.6 | 108.4 | 71.56 | 72.74 | 69.36 |
| Shawinigan | 101.5 | 102.4 | 96.5 | 90.18 | 89.59 | 91.36 |
| Three Rivers | 117.3 | 114.6 | 110.6 | 77.57 | 78.46 | 74.49 |
| Drummondville | 92.0 | 91.5 | 82.9 | 68.72 | 68.98 | 67.93 |
| Montreal | 130.6 | 129.4 | 124.8 | 84.13 | 84.72 | 81.83 |
| Ottawa—Hull | 135.9 | 134.8 | 129.5 | 78.87 | 79.68 | 76.76 |
| Kingston | 130.9 | 127.7 | 115.5 | 86.16 | 83.57 | 79.90 |
| Peterborough | 103.0 | 102.2 | 95.3 | 92.50 | 93.17 | 90.65 |
| Oshawa | 224.3 | 223.3 | 198.2 | 105.36 | 109.45 | 105.82 |
| Toronto | 143.9 | 143.0 | 137.3 | 89.12 | 89.38 | 86.36 |
| Hamilton | 120.4 | 118.7 | 113.3 | 93.96 | 94.16 | 90.72 |
| St. Catharines | 121.5 | 119.0 | 110.7 | 99.35 | 101.15 | 95.92 |
| Niagara Falls | 95.1 | 92.9 | 92.5 | 86.94 | 86.66 | 84.65 |
| Brantford | 91.0 | 90.3 | 84.9 | 81.53 | 81.99 | 80.31 |
| Guelph | 131.8 | 131.2 | 128.4 | 78.46 | 78.59 | 76.70 |
| Galt | 128.5 | 128.7 | 116.9 | 77.44 | 77.14 | 74.83 |
| Kitchener | 142.2 | 142.7 | 134.0 | 78.69 | 79.09 | 77.91 |
| Sudbury | 130.0 | 123.8 | 125.0 | 99.90 | 95.11 | 92.74 |
| Timmins | 84.0 | 84.2 | 87.9 | 75.98 | 76.68 | 72.96 |
| London | 141.8 | 140.1 | 135.9 | 80.49 | 81.04 | 78.39 |
| Sarnia | 131.4 | 128.7 | 127.5 | 109.00 | 108.49 | 106.31 |
| Windsor | 81.9 | 81.7 | 73.9 | 96.91 | 96.40 | 93.81 |
| Sault Ste. Marie | 147.0 | 147.0 | 141.5 | 102.18 | 106.65 | 107.29 |
| Fort William—Port Arthur | 101.7 | 101.4 | 99.1 | 82.53 | 84.06 | 81.83 |
| Winnipeg | 113.2 | 112.9 | 108.0 | 75.32 | 75.89 | 73.49 |
| Regina | 145.2 | 144.0 | 135.2 | 79.90 | 79.38 | 76.71 |
| Saskatoon | 138.4 | 136.9 | 131.2 | 74.61 | 74.30 | 72.01 |
| Edmonton | 204.6 | 203.0 | 196.7 | 79.02 | 79.44 | 78.69 |
| Calgary | 181.2 | 180.0 | 171.8 | 84.07 | 84.45 | 82.62 |
| Vancouver | 121.6 | 120.6 | 115.1 | 91.66 | 91.40 | 87.94 |
| Victoria | 110.7 | 110.0 | 114.2 | 81.26 | 81.85 | 82.30 |

## TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

| Industry | Employment | | | Average Weekly Wages and Salaries | | |
|---|---|---|---|---|---|---|
| | Mar. 1964 | Feb. 1964 | Mar. 1963 | Mar. 1964 | Feb. 1964 | Mar. 1963 |
| | | | | $ | $ | $ |
| **Mining** | **109.0** | **113.3** | **111.9** | **107.52** | **106.14** | **101.46** |
| Metal mining | 125.4 | 124.6 | 126.2 | 106.22 | 105.01 | 100.40 |
| Gold | 63.2 | 64.1 | 66.5 | 86.40 | 86.80 | 80.40 |
| Other metal | 183.2 | 180.8 | 181.7 | 112.58 | 111.01 | 107.21 |
| Fuels | 73.9 | 88.7 | 83.4 | 118.29 | 113.05 | 108.94 |
| Coal | 21.9 | 39.3 | 36.5 | 80.65 | 83.20 | 76.14 |
| Oil and natural gas | 284.7 | 289.0 | 274.7 | 130.02 | 129.49 | 126.74 |
| Non metal | 138.3 | 134.3 | 130.7 | 95.88 | 97.41 | 92.08 |
| **Manufacturing** | **118.4** | **117.7** | **112.8** | **88.76** | **88.98** | **85.86** |
| Durable goods | 125.9 | 124.9 | 118.3 | 95.28 | 95.75 | 92.29 |
| Non-durable goods | 112.2 | 111.6 | 108.3 | 82.64 | 82.65 | 79.98 |
| Food and beverages | 107.0 | 107.1 | 105.4 | 80.12 | 78.96 | 76.80 |
| Meat products | 130.8 | 129.8 | 128.1 | 87.96 | 84.63 | 85.12 |
| Canned and preserved fruits and vegetables | 83.8 | 84.9 | 81.1 | 70.85 | 70.96 | 70.62 |
| Grain mill products | 95.8 | 95.9 | 92.6 | 88.28 | 87.40 | 83.63 |
| Bread and other bakery products | 111.2 | 110.1 | 109.1 | 75.18 | 74.06 | 70.08 |
| Distilled and malt liquors | 91.6 | 91.7 | 91.4 | 110.97 | 109.94 | 104.73 |
| Tobacco and tobacco products | 95.2 | 99.9 | 112.2 | 81.12 | 79.32 | 75.93 |
| Rubber products | 116.6 | 115.9 | 107.9 | 90.28 | 91.20 | 89.17 |
| Leather products | 90.0 | 90.2 | 90.2 | 58.92 | 61.44 | 57.33 |
| Boots and shoes (except rubber) | 94.5 | 94.9 | 97.4 | 56.77 | 59.69 | 55.69 |
| Other leather products | 81.7 | 81.5 | 77.2 | 63.45 | 65.15 | 61.09 |
| Textile products (except clothing) | 89.3 | 88.6 | 83.2 | 71.13 | 71.23 | 68.12 |
| Cotton yarn and broad woven goods | 76.9 | 76.9 | 72.5 | 67.90 | 68.86 | 64.59 |
| Woollen goods | 65.8 | 65.7 | 62.4 | 64.80 | 65.06 | 63.23 |
| Synthetic textiles and silk | 106.5 | 105.5 | 95.4 | 79.60 | 77.99 | 74.78 |
| Clothing (textile and fur) | 101.2 | 100.5 | 95.2 | 54.72 | 57.11 | 54.40 |
| Men's clothing | 105.4 | 104.7 | 99.3 | 53.88 | 55.82 | 52.99 |
| Women's clothing | 113.8 | 113.4 | 105.9 | 56.56 | 59.44 | 56.44 |
| Knit goods | 74.6 | 75.2 | 72.6 | 54.71 | 56.18 | 53.57 |
| Wood products | 112.5 | 113.5 | 104.8 | 76.00 | 77.61 | 74.59 |
| Saw and planing mills | 115.4 | 117.1 | 106.3 | 78.72 | 80.42 | 77.66 |
| Furniture | 121.8 | 122.0 | 115.9 | 72.74 | 74.08 | 70.36 |
| Other wood products | 79.2 | 78.2 | 75.3 | 65.49 | 67.80 | 65.31 |
| Paper products | 127.5 | 126.2 | 122.1 | 103.19 | 102.86 | 99.26 |
| Pulp and paper mills | 126.9 | 125.6 | 121.5 | 111.54 | 110.83 | 106.98 |
| Other paper products | 128.8 | 127.5 | 123.5 | 83.44 | 84.01 | 81.01 |
| Printing, publishing and allied industries | 126.5 | 126.4 | 125.8 | 97.52 | 96.90 | 94.06 |
| Iron and steel products | 118.3 | 116.5 | 111.5 | 100.00 | 100.11 | 97.13 |
| Agricultural implements | 73.5 | 73.4 | 72.4 | 111.63 | 107.29 | 106.38 |
| Fabricated and structural steel | 144.0 | 142.3 | 146.3 | 101.03 | 101.44 | 98.00 |
| Hardware and tools | 124.1 | 122.0 | 112.4 | 87.76 | 88.25 | 86.13 |
| Heating and cooking appliances | 111.7 | 109.8 | 101.9 | 86.87 | 87.06 | 83.67 |
| Iron castings | 108.3 | 106.1 | 97.8 | 94.92 | 96.49 | 92.69 |
| Machinery, industrial | 139.4 | 137.8 | 131.6 | 96.17 | 96.95 | 93.04 |
| Primary iron and steel | 137.5 | 134.5 | 125.9 | 113.43 | 113.44 | 111.03 |
| Sheet metal products | 118.4 | 116.0 | 113.4 | 96.09 | 96.21 | 94.39 |
| Wire and wire products | 124.2 | 122.0 | 113.1 | 99.74 | 99.85 | 96.06 |
| Transportation equipment | 126.2 | 125.1 | 115.2 | 102.78 | 104.32 | 99.64 |
| Aircraft and parts | 253.0 | 250.7 | 227.3 | 104.85 | 107.01 | 100.64 |
| Motor vehicles | 144.8 | 143.8 | 125.2 | 117.62 | 119.26 | 116.05 |
| Motor vehicle parts and accessories | 154.2 | 152.6 | 127.5 | 97.90 | 101.41 | 96.72 |
| Railroad and rolling stock equipment | 57.4 | 57.3 | 51.5 | 91.37 | 92.49 | 88.13 |
| Shipbuilding and repairing | 133.7 | 131.6 | 155.6 | 92.19 | 90.58 | 89.03 |
| Non-ferrous metal products | 130.1 | 128.7 | 122.8 | 101.42 | 99.22 | 95.82 |
| Aluminum products | 142.6 | 141.6 | 136.6 | 96.27 | 96.55 | 93.62 |
| Brass and copper products | 115.8 | 114.6 | 104.4 | 98.06 | 97.53 | 91.58 |
| Smelting and refining | 140.0 | 137.6 | 133.0 | 112.15 | 107.65 | 104.73 |
| Electrical apparatus and supplies | 157.0 | 156.9 | 152.7 | 93.36 | 93.29 | 90.23 |
| Heavy electrical machinery | 118.0 | 117.4 | 114.2 | 100.13 | 100.00 | 96.31 |
| Telecommunication equipment | 277.0 | 277.8 | 279.3 | 90.02 | 89.83 | 86.82 |
| Non-metallic mineral products | 148.1 | 144.5 | 141.3 | 92.56 | 93.82 | 89.59 |
| Clay products | 82.4 | 79.9 | 78.2 | 84.53 | 84.57 | 81.92 |
| Glass and glass products | 171.7 | 169.1 | 172.7 | 90.06 | 90.69 | 87.40 |
| Products of petroleum and coal | 137.9 | 137.4 | 138.5 | 128.48 | 127.74 | 126.78 |
| Petroleum refining and products | 141.1 | 140.7 | 141.4 | 129.14 | 128.57 | 127.67 |
| Chemical products | 137.8 | 135.3 | 133.3 | 105.47 | 103.89 | 101.11 |
| Medicinal and pharmaceutical preparations | 127.9 | 126.7 | 123.3 | 92.98 | 93.26 | 89.67 |
| Acids, alkalis and salts | 154.5 | 146.8 | 155.8 | 119.91 | 116.64 | 111.74 |
| Other chemical products | 136.2 | 134.7 | 130.4 | 104.40 | 102.99 | 100.65 |
| Miscellaneous manufacturing industries | 159.8 | 157.5 | 147.3 | 78.42 | 79.11 | 75.68 |
| **Construction** | **107.3** | **105.8** | **103.7** | **88.94** | **91.51** | **90.06** |
| Building and general engineering | 109.8 | 110.7 | 105.7 | 93.96 | 100.73 | 96.66 |
| Highways, bridges and streets | 103.1 | 97.7 | 100.3 | 80.12 | 82.90 | 78.59 |
| **Electric and motor transportation** | **144.8** | **143.6** | **139.9** | **92.10** | **90.68** | **87.45** |
| **Service** | **171.9** | **170.3** | **155.4** | **60.59** | **60.56** | **58.90** |
| Hotels and restaurants | 145.9 | 145.0 | 132.4 | 46.24 | 46.55 | 44.58 |
| Laundries and dry cleaning plants | 148.8 | 146.8 | 133.2 | 53.50 | 53.12 | 51.77 |
| **Industrial composite** | **123.4** | **123.0** | **117.8** | **85.25** | **85.74** | **82.94** |

## TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

| | Average Hours Worked | | | Average Hourly Earnings* | | |
|---|---|---|---|---|---|---|
| | March 1964 | February 1964 | March 1963 | March 1964 | February 1964 | March 1963 |
| | | | | $ | $ | $ |
| Newfoundland | 41.9 | 40.8 | 42.0 | 1.81 | 1.77 | 1.67 |
| Nova Scotia | 40.6 | 40.8 | 40.7 | 1.81 | 1.73 | 1.69 |
| New Brunswick | 40.3 | 41.0 | 41.6 | 1.69 | 1.69 | 1.70 |
| Quebec | 41.2 | 42.1 | 41.7 | 1.80 | 1.78 | 1.73 |
| Ontario | 40.9 | 41.2 | 40.9 | 2.12 | 2.10 | 2.03 |
| Manitoba | 40.0 | 40.7 | 40.0 | 1.83 | 1.81 | 1.79 |
| Saskatchewan | 39.4 | 38.8 | 38.7 | 2.08 | 2.07 | 2.03 |
| Alberta (includes Northwest Territories) | 39.9 | 39.9 | 39.5 | 2.06 | 2.04 | 2.02 |
| British Columbia (includes Yukon Territory) | 38.2 | 38.5 | 38.8 | 2.43 | 2.42 | 2.35 |

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

## TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

| Period | Hours Worked Per Week | Average Weekly Earnings | Average Weekly Wages | Index Number of Average Weekly Wages (1949=100) | |
|---|---|---|---|---|---|
| | | | | Current Dollars | 1949 Dollars |
| | | $ | $ | | |
| Monthly Average 1959 | 40.7 | 1.72 | 70.16 | 168.1 | 132.8 |
| Monthly Average 1960 | 40.4 | 1.78 | 71.96 | 172.4 | 134.5 |
| Monthly Average 1961 | 40.6 | 1.83 | 74.27 | 177.9 | 137.7 |
| Monthly Average 1962 | 40.7 | 1.88 | 76.55 | 183.4 | 140.1 |
| Monthly Average 1963 | 40.8 | 1.95 | 79.40 | 190.2 | 142.8 |
| Last Pay Period in: | | | | | |
| 1963—March | 40.9 | 1.93 | 79.01 | 189.3 | 143.1 |
| April | 41.0 | 1.95 | 80.05 | 191.8 | 145.0 |
| May | 41.2 | 1.95 | 80.25 | 192.3 | 144.8 |
| June | 40.9 | 1.94 | 79.64 | 190.8 | 142.9 |
| July | 40.7 | 1.93 | 78.38 | 187.8 | 140.2 |
| August | 40.9 | 1.93 | 78.82 | 188.8 | 141.6 |
| September | 41.3 | 1.94 | 80.29 | 192.4 | 144.0 |
| October | 41.4 | 1.96 | 80.93 | 193.9 | 144.7 |
| November | 41.5 | 1.98 | 81.91 | 196.2 | 146.2 |
| December | 38.0 | 2.02 | 76.53 | 183.3 | 136.6 |
| 1964—January | 41.2 | 1.99 | 81.99 | 196.4 | 146.0 |
| February* | 41.2 | 1.99 | 82.03 | 196.5 | 146.0 |
| March† | 40.7 | 2.01 | 81.83 | 196.0 | 145.2 |

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

## TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

| Industry | Average Weekly Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---|---|---|---|---|---|---|---|---|
| | Mar. 1964 | Feb. 1964 | Mar. 1963 | Mar. 1964 | Feb. 1964 | Mar. 1963 | Mar. 1964 | Feb. 1964 | Mar. 1963 |
| | | | | $ | $ | $ | $ | $ | $ |
| **Mining** | **42.4** | **42.5** | **41.1** | **2.34** | **2.28** | **2.24** | **99.07** | **97.17** | **92.32** |
| Metal mining | 42.2 | 42.1 | 41.0 | 2.38 | 2.34 | 2.29 | 100.53 | 98.72 | 93.93 |
| Gold | 43.1 | 43.1 | 40.9 | 1.85 | 1.87 | 1.81 | 79.82 | 80.65 | 73.84 |
| Other metal | 41.9 | 41.8 | 41.0 | 2.57 | 2.52 | 2.47 | 107.71 | 105.10 | 101.33 |
| Fuels | 43.5 | 44.1 | 41.4 | 2.31 | 2.18 | 2.17 | 100.35 | 96.00 | 90.03 |
| Coal | 41.0 | 43.0 | 40.0 | 1.92 | 1.91 | 1.83 | 78.59 | 82.06 | 73.24 |
| Oil and natural gas | 45.2 | 45.6 | 43.2 | 2.56 | 2.53 | 2.58 | 115.59 | 115.23 | 111.29 |
| Non-metal | 42.3 | 42.3 | 41.7 | 2.16 | 2.17 | 2.11 | 91.55 | 91.94 | 87.98 |
| **Manufacturing** | **40.7** | **41.2** | **40.9** | **2.01** | **1.99** | **1.93** | **81.83** | **82.03** | **79.01** |
| Durable goods | 41.2 | 41.7 | 41.3 | 2.17 | 2.16 | 2.10 | 89.28 | 89.84 | 86.43 |
| Non-durable goods | 40.3 | 40.8 | 40.6 | 1.85 | 1.82 | 1.77 | 74.45 | 74.34 | 71.83 |
| Food and beverages | 40.7 | 40.1 | 40.5 | 1.79 | 1.78 | 1.72 | 72.96 | 71.24 | 69.66 |
| Meat products | 40.9 | 39.2 | 40.2 | 2.03 | 1.99 | 1.99 | 82.76 | 78.21 | 80.10 |
| Canned and preserved fruits and vegetables | 39.9 | 40.5 | 39.9 | 1.55 | 1.53 | 1.48 | 61.82 | 61.83 | 58.95 |
| Grain mill products | 43.2 | 42.9 | 41.2 | 1.94 | 1.94 | 1.83 | 83.88 | 83.17 | 75.45 |
| Bread and other bakery products | 41.5 | 40.7 | 40.7 | 1.69 | 1.68 | 1.59 | 70.03 | 68.48 | 64.78 |
| Distilled liquors | 40.7 | 40.0 | 39.6 | 2.36 | 2.34 | 2.27 | 95.93 | 93.52 | 89.72 |
| Malt liquors | 39.5 | 39.1 | 39.0 | 2.56 | 2.55 | 2.45 | 101.20 | 99.78 | 95.33 |
| Tobacco and tobacco products | 37.1 | 37.9 | 40.1 | 2.00 | 1.91 | 1.76 | 74.31 | 72.39 | 70.39 |
| Rubber products | 41.3 | 42.0 | 42.2 | 2.03 | 2.04 | 1.98 | 83.79 | 85.48 | 83.35 |
| Leather products | 39.2 | 41.7 | 40.5 | 1.37 | 1.36 | 1.30 | 53.70 | 56.73 | 52.62 |
| Boots and shoes (except rubber) | 38.8 | 41.7 | 40.6 | 1.33 | 1.32 | 1.26 | 51.76 | 55.14 | 51.22 |
| Other leather products | 40.1 | 41.6 | 40.1 | 1.44 | 1.45 | 1.39 | 57.85 | 60.18 | 55.89 |
| Textile products (except clothing) | 42.3 | 42.6 | 42.3 | 1.52 | 1.51 | 1.46 | 64.32 | 64.53 | 61.59 |
| Cotton yarn and broad woven goods | 41.4 | 42.0 | 40.2 | 1.53 | 1.54 | 1.50 | 63.14 | 64.56 | 60.21 |
| Woollen goods | 42.4 | 42.7 | 43.1 | 1.39 | 1.39 | 1.34 | 59.08 | 59.61 | 57.70 |
| Synthetic textiles and silk | 43.4 | 43.3 | 43.8 | 1.66 | 1.62 | 1.54 | 72.19 | 69.98 | 67.43 |
| Clothing (textile and fur) | 38.1 | 39.9 | 39.1 | 1.31 | 1.31 | 1.26 | 50.02 | 52.42 | 49.29 |
| Men's clothing | 38.3 | 39.7 | 39.1 | 1.30 | 1.31 | 1.25 | 49.78 | 51.93 | 48.95 |
| Women's clothing | 36.3 | 38.7 | 37.3 | 1.42 | 1.42 | 1.36 | 51.74 | 55.09 | 50.93 |
| Knit goods | 40.5 | 42.2 | 41.5 | 1.22 | 1.21 | 1.17 | 49.33 | 51.13 | 48.67 |
| *Wood products | 40.8 | 42.0 | 41.5 | 1.77 | 1.76 | 1.71 | 72.09 | 73.85 | 71.09 |
| Saw and planing mills | 40.2 | 41.5 | 41.1 | 1.89 | 1.88 | 1.83 | 76.12 | 77.95 | 75.44 |
| Furniture | 41.7 | 42.7 | 42.0 | 1.60 | 1.60 | 1.54 | 66.61 | 68.32 | 64.71 |
| Other wood products | 41.8 | 43.1 | 42.7 | 1.43 | 1.42 | 1.40 | 59.88 | 61.11 | 59.55 |
| Paper products | 41.4 | 41.5 | 40.9 | 2.34 | 2.33 | 2.27 | 97.12 | 96.57 | 92.76 |
| Pulp and paper mills | 41.7 | 41.5 | 40.9 | 2.53 | 2.51 | 2.45 | 105.28 | 104.30 | 100.17 |
| Other paper products | 40.7 | 41.3 | 41.2 | 1.86 | 1.85 | 1.78 | 75.78 | 76.40 | 73.26 |
| Printing, publishing and allied industries | 39.0 | 38.9 | 39.3 | 2.49 | 2.48 | 2.39 | 97.13 | 96.49 | 93.84 |
| *Iron and steel products | 41.3 | 41.7 | 41.2 | 2.30 | 2.28 | 2.23 | 94.98 | 95.13 | 92.05 |
| Agricultural implements | 42.8 | 42.0 | 42.4 | 2.49 | 2.41 | 2.37 | 106.44 | 101.43 | 100.43 |
| Fabricated and structural steel | 41.6 | 41.8 | 40.7 | 2.21 | 2.21 | 2.17 | 92.07 | 92.63 | 88.53 |
| Hardware and tools | 42.8 | 43.2 | 43.1 | 1.90 | 1.90 | 1.86 | 81.42 | 82.21 | 80.31 |
| Heating and cooking appliances | 41.1 | 41.6 | 40.2 | 1.97 | 1.96 | 1.90 | 80.94 | 81.71 | 76.20 |
| Iron castings | 41.6 | 42.4 | 42.2 | 2.20 | 2.19 | 2.11 | 91.54 | 92.94 | 89.14 |
| Machinery, industrial | 42.2 | 42.5 | 42.0 | 2.14 | 2.14 | 2.07 | 90.36 | 91.11 | 86.81 |
| Primary iron and steel | 40.0 | 40.5 | 40.1 | 2.72 | 2.68 | 2.65 | 108.84 | 108.70 | 106.30 |
| Sheet metal products | 40.9 | 41.2 | 41.4 | 2.18 | 2.18 | 2.15 | 89.37 | 89.62 | 88.91 |
| Wire and wire products | 42.3 | 42.7 | 41.9 | 2.24 | 2.23 | 2.16 | 94.72 | 95.22 | 90.23 |
| *Transportation equipment | 41.4 | 41.8 | 41.6 | 2.34 | 2.36 | 2.28 | 96.74 | 98.46 | 94.80 |
| Aircraft and parts | 41.1 | 41.9 | 41.2 | 2.28 | 2.31 | 2.20 | 93.62 | 96.71 | 90.89 |
| Motor vehicles | 42.4 | 42.8 | 43.7 | 2.62 | 2.63 | 2.55 | 111.14 | 112.82 | 111.49 |
| Motor vehicle parts and accessories | 41.1 | 41.9 | 42.0 | 2.26 | 2.31 | 2.20 | 92.98 | 96.68 | 92.28 |
| Railroad and rolling stock equipment | 40.7 | 41.0 | 40.0 | 2.20 | 2.21 | 2.16 | 89.43 | 90.60 | 86.23 |
| Shipbuilding and repairing | 40.9 | 40.4 | 40.1 | 2.19 | 2.18 | 2.19 | 89.57 | 88.02 | 87.94 |
| *Non-ferrous metal products | 41.0 | 41.1 | 40.5 | 2.32 | 2.25 | 2.19 | 95.19 | 92.67 | 88.52 |
| Aluminum products | 41.4 | 41.5 | 41.2 | 2.07 | 2.07 | 2.00 | 85.46 | 85.99 | 82.36 |
| Brass and copper products | 42.8 | 42.6 | 41.1 | 2.20 | 2.19 | 2.08 | 94.06 | 93.16 | 85.68 |
| Smelting and refining | 40.4 | 40.3 | 39.8 | 2.61 | 2.51 | 2.44 | 105.63 | 100.86 | 97.24 |
| *Electrical apparatus and supplies | 40.6 | 40.8 | 40.4 | 1.99 | 1.98 | 1.93 | 80.63 | 80.92 | 77.87 |
| Heavy electrical machinery and equipment | 40.9 | 40.9 | 40.1 | 2.21 | 2.21 | 2.16 | 90.35 | 90.45 | 86.56 |
| Telecommunication equipment | 39.8 | 39.9 | 39.9 | 1.76 | 1.77 | 1.72 | 70.14 | 70.68 | 68.77 |
| Refrigerators, vacuum cleaners and appliances | 39.3 | 40.2 | 39.9 | 2.06 | 2.05 | 2.05 | 81.03 | 82.16 | 81.75 |
| Wire and cable | 42.3 | 41.8 | 41.6 | 2.21 | 2.20 | 2.15 | 93.66 | 92.18 | 89.31 |
| Miscellaneous electrical products | 41.0 | 41.4 | 40.7 | 1.91 | 1.90 | 1.82 | 78.05 | 78.54 | 74.23 |
| *Non-metallic mineral products | 42.1 | 42.7 | 42.0 | 2.05 | 2.03 | 1.97 | 86.06 | 86.89 | 82.97 |
| Clay products | 42.0 | 42.5 | 41.4 | 1.84 | 1.83 | 1.80 | 77.38 | 77.54 | 74.55 |
| Glass and glass products | 41.1 | 41.2 | 41.1 | 2.06 | 2.06 | 1.98 | 84.69 | 84.75 | 81.62 |
| Products of petroleum and coal | 40.6 | 40.7 | 41.5 | 2.81 | 2.75 | 2.71 | 114.17 | 112.05 | 112.47 |
| Chemical products | 41.3 | 40.9 | 40.8 | 2.27 | 2.20 | 2.17 | 93.62 | 90.24 | 88.64 |
| Medicinal and pharmaceutical preparations | 39.7 | 39.9 | 39.7 | 1.74 | 1.73 | 1.68 | 69.06 | 69.20 | 66.62 |
| Acids, alkalis and salts | 41.2 | 41.2 | 40.8 | 2.66 | 2.52 | 2.50 | 109.55 | 103.84 | 101.92 |
| Miscellaneous manufacturing industries | 41.0 | 41.7 | 41.4 | 1.67 | 1.65 | 1.59 | 68.22 | 68.94 | 65.81 |
| Professional and scientific equipment | 40.9 | 41.3 | 40.6 | 2.01 | 2.00 | 1.94 | 82.09 | 82.51 | 78.75 |
| **Contruction** | **37.4** | **41.2** | **40.3** | **2.25** | **2.24** | **2.17** | **84.10** | **92.31** | **87.45** |
| Building and general engineering | 36.6 | 40.5 | 40.0 | 2.43 | 2.43 | 2.34 | 88.98 | 98.37 | 93.62 |
| Highways, bridges and streets | 39.1 | 42.7 | 41.1 | 1.89 | 1.85 | 1.81 | 73.76 | 79.09 | 74.43 |
| **Electric and motor transportation** | **44.2** | **43.7** | **43.6** | **2.10** | **2.06** | **2.01** | **92.67** | **90.12** | **87.60** |
| **Service** | **37.1** | **37.3** | **37.6** | **1.19** | **1.19** | **1.13** | **44.17** | **44.40** | **42.67** |
| Hotels and restaurants | 36.5 | 36.9 | 37.2 | 1.16 | 1.16 | 1.10 | 42.39 | 42.83 | 40.82 |
| Laundries and dry cleaning plants | 40.4 | 39.8 | 40.3 | 1.12 | 1.11 | 1.07 | 45.41 | 44.19 | 42.99 |

*Durable manufactured goods industries.

## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

### TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission

| Period | Unfilled Vacancies* | | | Registrations for Employment | | |
|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total |
| End of: | | | | | | |
| May 1959 | 19,758 | 18,044 | 37,802 | 342,605 | 140,615 | 483,220 |
| May 1960 | 21,772 | 17,210 | 38,982 | 389,576 | 152,848 | 542,424 |
| May 1961 | 17,078 | 17,208 | 34,286 | 418,218 | 151,611 | 569,829 |
| May, 1962 | 22,026 | 20,999 | 43,025 | 329,391 | 126,461 | 455,852 |
| May, 1963 | 22,865 | 21,723 | 44,588 | 341,869 | 130,084 | 471,953 |
| June, 1963 | 23,271 | 21,726 | 44,997 | 261,541 | 127,631 | 389,172 |
| July, 1963 | 22,720 | 19,096 | 41,816 | 241,035 | 122,350 | 363,385 |
| August 1963 | 25,610 | 23,933 | 49,543 | 208,509 | 106,482 | 314,991 |
| September, 1963 | 24,950 | 22,037 | 46,987 | 187,793 | 99,162 | 286,955 |
| October, 1963 | 24,210 | 20,861 | 45,071 | 219,966 | 106,320 | 326,286 |
| November, 1963 | 30,090 | 22,737 | 52,827 | 285,688 | 117,689 | 403,377 |
| December, 1963 | 18,913 | 15,351 | 34,264 | 432,390 | 131,532 | 563,922 |
| January, 1964 | 19,737 | 15,658 | 35,395 | 498,726 | 153,661 | 652,387 |
| February, 1964 | 18,323 | 17,154 | 35,477 | 508,125 | 154,378 | 662,503 |
| March, 1964 | 23,470 | 18,805 | 42,275 | 511,312 | 149,296 | 660,608 |
| April, 1964[1] | 28,985 | 22,337 | 51,322 | 445,744 | 141,472 | 587,216 |
| May, 1964[1] | 30,955 | 23,751 | 54,706 | 319,268 | 126,509 | 445,777 |

[1]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

### TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, APRIL 1963-APRIL 1964

(Source: National Employment Service, Unemployment Insurance Commission)

| Year and Month | Registrations Received | | Vacancies Notified | | Placements Effected | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| 1960—Year | 3,046,572 | 1,107,427 | 724,098 | 404,824 | 641,872 | 316,428 |
| 1961—Year | 3,125,195 | 1,106,790 | 836,534 | 469,119 | 748,790 | 371,072 |
| 1962—Year | 3,177,423 | 1,171,111 | 1,010,365 | 544,795 | 897,285 | 438,471 |
| 1963—Year | 2,912,511 | 1,130,539 | 938,052 | 507,910 | 790,381 | 387,728 |
| 1963—April | 210,392 | 81,258 | 77,524 | 39,149 | 58,986 | 26,378 |
| 1963—May | 215,307 | 90,643 | 100,832 | 45,049 | 88,778 | 32,272 |
| June | 210,727 | 96,469 | 77,847 | 43,687 | 67,482 | 34,041 |
| July | 235,602 | 110,746 | 86,824 | 50,519 | 73,561 | 41,398 |
| August | 198,464 | 94,109 | 87,258 | 54,999 | 70,874 | 41,013 |
| September | 208,088 | 93,497 | 99,517 | 48,816 | 87,392 | 38,693 |
| October | 240,358 | 99,236 | 92,448 | 44,154 | 75,313 | 30,894 |
| November | 279,655 | 102,499 | 90,258 | 39,410 | 73,086 | 27,230 |
| December | 361,520 | 102,561 | 67,736 | 39,222 | 65,920 | 38,947 |
| 1964—January | 291,457 | 106,810 | 61,876 | 34,850 | 49,017 | 24,454 |
| February | 214,467 | 78,941 | 55,008 | 32,358 | 44,376 | 22,297 |
| March | 215,718 | 74,565 | 66,580 | 34,818 | 50,178 | 24,578 |
| April(1) | 236,915 | 88,740 | 95,252 | 43,563 | 75,095 | 29,285 |

(1) Preliminary—Subject to revision.

## TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING APRIL 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

| Industry Group | Male | Female | Total | Change from April 1963 |
|---|---|---|---|---|
| **Agriculture, Fishing, Trapping** | **3,341** | **334** | **3,675** | **+ 798** |
| **Forestry** | **1,773** | **21** | **1,794** | **+ 552** |
| **Mining, Quarrying and Oil Wells** | **725** | **56** | **781** | **− 243** |
| Metal Mining | 450 | 7 | 457 | − 71 |
| Fuels | 118 | 29 | 147 | − 154 |
| Non-Metal Mining | 27 | 1 | 28 | − 25 |
| Quarrying, Clay and Sand Pits | 96 | 3 | 99 | − 16 |
| Prospecting | 34 | 16 | 50 | + 23 |
| **Manufacturing** | **16,513** | **7,627** | **24,140** | **+ 4,445** |
| Foods and Beverages | 1,676 | 1,150 | 2,826 | + 629 |
| Tobacco and Tobacco Products | 49 | 48 | 97 | + 15 |
| Rubber Products | 132 | 80 | 212 | + 22 |
| Leather Products | 201 | 254 | 455 | − 106 |
| Textile Products (except clothing) | 622 | 489 | 1,111 | + 179 |
| Clothing (textile and fur) | 488 | 2,026 | 2,514 | + 609 |
| Wood Products | 2,156 | 342 | 2,498 | + 542 |
| Paper Products | 1,294 | 251 | 1,545 | + 255 |
| Printing, Publishing and Allied Industries | 652 | 612 | 1,264 | + 412 |
| Iron and Steel Products | 3,433 | 485 | 3,918 | + 834 |
| Transportation Equipment | 2,581 | 261 | 2,842 | + 385 |
| Non-Ferrous Metal Products | 503 | 221 | 724 | + 92 |
| Electrical Apparatus and Supplies | 632 | 476 | 1,108 | + 153 |
| Non-Metallic Mineral Products | 624 | 88 | 712 | + 21 |
| Products of Petroleum and Coal | 115 | 11 | 126 | + 52 |
| Chemical Products | 770 | 295 | 1,065 | + 214 |
| Miscellaneous Manufacturing Industries | 585 | 538 | 1,123 | + 137 |
| **Construction** | **10,567** | **214** | **10,781** | **+ 13** |
| General Contractors | 7,135 | 118 | 7,253 | − 20 |
| Special Trade Contractors | 3,432 | 96 | 3,528 | + 33 |
| **Transportation, Storage and Communication** | **5,150** | **414** | **5,564** | **− 143** |
| Transportation | 4,235 | 203 | 4,438 | − 419 |
| Storage | 783 | 47 | 830 | + 294 |
| Communication | 132 | 164 | 296 | − 18 |
| **Public Utility Operation** | **540** | **50** | **590** | **+ 94** |
| **Trade** | **9,637** | **4,792** | **14,429** | **+ 1,686** |
| Wholesale | 3,797 | 1,258 | 5,055 | + 1,031 |
| Retail | 5,840 | 3,534 | 9,374 | + 655 |
| **Finance, Insurance and Real Estate** | **659** | **1,141** | **1,800** | **+ 425** |
| **Service** | **26,190** | **14,636** | **40,826** | **+11,389** |
| Community or Public Service | 964 | 1,453 | 2,417 | + 206 |
| Government Service | 18,184 | 1,162 | 19,346 | +10,160 |
| Recreation Service | 661 | 246 | 907 | + 143 |
| Business Service | 1,077 | 671 | 1,748 | − 168 |
| Personal Service | 5,304 | 11,104 | 16,408 | + 1,048 |
| **Grand Total** | **75,095** | **29,285** | **104,380** | **+19,016** |

(1) Preliminary. Subject to revision.

## TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT APRIL 30, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

| Occupational Group | Registrations for Employment | | |
|---|---|---|---|
| | Male | Female | Total |
| Professional and Managerial Workers | 8,669 | 1,954 | 10,623 |
| Clerical Workers | 20,299 | 45,490 | 65,789 |
| Sales Workers | 8,545 | 18,190 | 26,735 |
| Personal and Domestic Service Workers | 42,697 | 28,290 | 70,987 |
| Seamen | 2,229 | 51 | 2,280 |
| Agriculture, Fishing, Forestry (Ex. log.) | 7,111 | 927 | 8,038 |
| Skilled and Semi-Skilled Workers | 207,200 | 17,576 | 224,776 |
| Food and kindred products (incl. tobacco) | 1,561 | 569 | 2,130 |
| Textiles, clothing, etc. | 2,875 | 10,355 | 13,230 |
| Lumber and lumber products | 36,657 | 129 | 36,786 |
| Pulp, paper (incl. printing) | 1,365 | 479 | 1,844 |
| Leather and leather products | 1,174 | 1,062 | 2,236 |
| Stone, clay and glass products | 533 | 26 | 559 |
| Metalworking | 13,390 | 896 | 14,286 |
| Electrical | 3,234 | 1,085 | 4,319 |
| Transportation equipment | 418 | 29 | 447 |
| Mining | 2,080 | ..... | 2,080 |
| Construction | 56,241 | 10 | 56,251 |
| Transportation (except seamen) | 42,655 | 99 | 42,754 |
| Communications and public utility | 1,056 | 3 | 1,059 |
| Trade and service | 6,004 | 1,604 | 7,608 |
| Other skilled and semi-skilled | 25,180 | 907 | 26,087 |
| Foremen | 4,869 | 307 | 5,176 |
| Apprentices | 7,908 | 16 | 7,924 |
| Unskilled Workers | 148,994 | 28,994 | 177,988 |
| Food and tobacco | 5,965 | 9,593 | 15,558 |
| Lumber and lumber products | 19,825 | 407 | 20,232 |
| Metalworking | 4,093 | 609 | 4,702 |
| Construction | 80,550 | 2 | 80,552 |
| Other unskilled workers | 38,561 | 18,383 | 56,944 |
| **GRAND TOTAL** | **445,744** | **141,472** | **587,216** |

[1] Preliminary—subject to revision.

## TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT APRIL 30, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

| Office | Registrations | |
|---|---|---|
| | (1) April 30, 1964 | Previous Year April 30, 1963 |
| **Newfoundland** | **26,512** | **25,507** |
| Corner Brook | 5,710 | 5,560 |
| Grand Falls | 2,918 | 3,191 |
| St. John's | 17,884 | 16,756 |
| **Prince Edward Island** | **5,003** | **4,985** |
| Charlottetown | 3,210 | 3,006 |
| Summerside | 1,793 | 1,979 |
| **Nova Scotia** | **31,351** | **33,319** |
| Amherst | 1,128 | 1,307 |
| Bridgewater | 1,719 | 1,867 |
| Halifax | 7,065 | 7,357 |
| Inverness | 1,121 | 1,211 |
| Kentville | 3,322 | 3,595 |
| Liverpool | 680 | 735 |
| New Glasgow | 3,632 | 4,307 |
| Springhill | 1,169 | 1,411 |
| Sydney | 4,665 | 4,710 |
| Sydney Mines | 1,622 | 1,527 |
| Truro | 2,399 | 2,349 |
| Yarmouth | 2,829 | 2,943 |
| **New Brunswick** | **32,566** | **35,503** |
| Bathurst | 5,434 | 5,179 |
| Campbellton | 3,196 | 2,596 |
| Edmundston | 2,501 | 2,839 |
| Fredericton | 2,117 | 2,980 |
| Minto | 501 | 603 |
| Moncton(2) | 7,424 | 8,434 |
| Newcastle | 3,359 | 3,575 |
| Saint John | 3,936 | 3,964 |
| St. Stephen | 1,660 | 2,143 |
| Sussex | 678 | 899 |
| Woodstock | 1,760 | 2,291 |
| **Quebec** | **191,535** | **216,598** |
| Alma | 1,977 | 3,092 |
| Asbestos | 782 | 937 |
| Baie Comeau | 1,197 | 1,325 |
| Beauharnois | 1,301 | 1,554 |
| Buckingham | 1,435 | 1,653 |
| Causapscal | 3,189 | 3,550 |
| Chandler | 2,690 | 2,635 |
| Chocoutimi | 2,723 | 3,439 |
| Cowansville | 544 | 458 |
| Dolbeau | 2,206 | 2,938 |
| Drummondville | 2,091 | 2,459 |
| Farnham | 532 | 620 |
| Forestville | 1,587 | 1,559 |
| Gaspé | 2,345 | 2,617 |
| Granby | 2,179 | 2,553 |
| Hull | 4,455 | 4,788 |
| Joliette | 4,304 | 4,485 |
| Jonquière | 2,297 | 3,613 |
| Lachute | 798 | 1,169 |
| Lac Mégantic | 1,566 | 1,883 |
| La Malbaie | 2,408 | 2,554 |
| La Tuque | 1,054 | 1,329 |
| Lévis | 4,160 | 3,963 |
| Louiseville | 1,161 | 1,466 |
| Magog | 637 | 858 |
| Maniwaki | 1,390 | 1,786 |
| Matane | 3,530 | 4,369 |
| Mont-Laurier | 1,419 | 1,593 |
| Montmagny | 2,432 | 2,594 |
| Montréal | 56,012 | 62,531 |
| New Richmond | 2,663 | 2,504 |
| Port Alfred | 1,242 | 1,451 |
| Québec | 14,221 | 13,571 |
| Rimouski | 4,642 | 5,567 |
| Rivière du Loup | 5,461 | 7,504 |
| Roberval | 1,679 | 2,417 |
| Rouyn | 4,483 | 5,390 |
| Ste. Agathe des Monts | 1,607 | 1,564 |
| Ste. Anne de Bellevue | 1,041 | 1,167 |
| Ste. Thérèse | 2,247 | 2,556 |
| St. Hyacinthe | 1,910 | 1,699 |
| St. Jean | 2,185 | 2,679 |
| St. Jérôme | 1,982 | 2,039 |
| Sept-Iles | 1,860 | 2,786 |
| Shawinigan | 4,946 | 5,421 |
| **Quebec**—Concluded | | |
| Sherbrooke | 4,989 | 5,839 |
| Sorel | 1,597 | 1,722 |
| Thetford Mines | 1,801 | 2,189 |
| Trois-Rivières | 5,093 | 5,775 |
| Val d'Or | 3,336 | 3,341 |
| Valleyfield | 2,058 | 2,646 |
| Victoriaville | 2,289 | 1,996 |
| Ville St. Georges | 3,802 | 4,405 |
| **Ontario** | **158,137** | **178,033** |
| Arnprior | 351 | 430 |
| Barrie | 1,367 | 1,483 |
| Belleville | 1,854 | 2,004 |
| Bracebridge | 1,210 | 1,420 |
| Brampton | 1,248 | 1,247 |
| Brantford | 1,690 | 2,114 |
| Brockville | 538 | 566 |
| Carleton Place | 386 | 379 |
| Chatham | 1,697 | 1,988 |
| Cobourg | 728 | 745 |
| Collingwood | 727 | 714 |
| Cornwall | 2,751 | 2,923 |
| Elliot Lake | 452 | 562 |
| Fort Erie | 358 | 473 |
| Fort Frances | 974 | 867 |
| Fort William | 2,651 | 3,065 |
| Galt | 903 | 1,056 |
| Gananoque | 266 | 242 |
| Goderich | 432 | 438 |
| Guelph | 1,146 | 1,279 |
| Hamilton | 10,737 | 12,184 |
| Hawkesbury | 953 | 934 |
| Kapuskasing | 1,902 | 2,393 |
| Kenora | 1,322 | 1,460 |
| Kingston | 1,848 | 2,175 |
| Kirkland Lake | 1,067 | 1,478 |
| Kitchener | 2,258 | 2,035 |
| Leamington | 749 | 744 |
| Lindsay | 684 | 679 |
| Listowel | 273 | 327 |
| London | 4,021 | 4,381 |
| Long Branch | 3,235 | 3,593 |
| Midland | 812 | 960 |
| Napanee | 585 | 766 |
| New Liskeard | 518 | 602 |
| Newmarket | 1,233 | 1,534 |
| Niagara Falls | 2,066 | 2,225 |
| North Bay | 1,967 | 2,228 |
| Oakville | 730 | 657 |
| Orillia | 821 | 1,023 |
| Oshawa | 4,102 | 4,880 |
| Ottawa | 6,879 | 7,914 |
| Owen Sound | 1,119 | 1,439 |
| Parry Sound | 528 | 608 |
| Pembroke | 1,720 | 2,162 |
| Perth | 748 | 800 |
| Peterborough | 2,741 | 3,367 |
| Picton | 363 | 362 |
| Port Arthur | 4,825 | 5,340 |
| Port Colborne | 524 | 1,009 |
| Prescott | 761 | 801 |
| Renfrew | 552 | 698 |
| St. Catherines | 3,267 | 3,939 |
| St. Thomas | 724 | 892 |
| Sarnia | 2,166 | 1,908 |
| Sault Ste. Marie | 3,134 | 3,179 |
| Simcoe | 1,100 | 1,317 |
| Smiths Falls | 537 | 560 |
| Stratford | 473 | 661 |
| Sturgeon Falls | 1,005 | 1,182 |
| Sudbury | 4,641 | 6,303 |
| Tillsonburg | 401 | 482 |
| Timmins | 2,428 | 2,900 |
| Toronto | 41,476 | 43,618 |
| Trenton | 709 | 860 |
| Walkerton | 588 | 619 |
| Wallaceburg | 581 | 578 |
| Welland | 1,877 | 1,686 |
| Weston | 2,756 | 3,526 |
| Windsor | 5,244 | 7,292 |
| Woodstock | 658 | 778 |

## TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT APRIL 30, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

| Office | Registrations | |
|---|---|---|
| | (1) April 30, 1964 | Previous Year April 30, 1963 |
| **Manitoba** | **29,481** | **32,075** |
| Brandon | 2,404 | 2,686 |
| Dauphin | 1,782 | 1,976 |
| Flin Flon | 253 | 208 |
| Portage la Prairie | 1,221 | 1,329 |
| The Pas | 551 | 563 |
| Winnipeg | 23,270 | 25,313 |
| **Saskatchewan** | **18,720** | **20,816** |
| Estevan | 384 | 441 |
| Lloydminster | 364 | 524 |
| Moose Jaw | 1,350 | 1,512 |
| North Battleford | 1,245 | 1,506 |
| Prince Albert | 2,589 | 2,829 |
| Regina | 4,917 | 4,635 |
| Saskatoon | 4,541 | 5,233 |
| Swift Current | 608 | 632 |
| Weyburn | 282 | 402 |
| Yorkton | 2,440 | 3,102 |
| **Alberta** | **35,294** | **38,942** |
| Blairmore | 644 | 1,075 |
| Calgary | 9,915 | 11,128 |
| Drumheller | 650 | 693 |
| Edmonton | 16,167 | 17,344 |
| Edson | 553 | 747 |
| Grande Prairie | 1,650 | 1,712 |
| Lethbridge | 2,589 | 2,619 |
| Medicine Hat | 1,240 | 1,326 |
| Red Deer | 1,886 | 2,298 |
| **British Columbia** | **58,617** | **66,456** |
| Chilliwack | 1,530 | 1,533 |
| Courtenay | 656 | 898 |
| Cranbrook | 1,270 | 1,358 |
| Dawson Creek | 1,727 | 1,942 |
| Duncan | 441 | 576 |
| Kamloops | 2,042 | 1,692 |
| Kelowna | 1,501 | 1,616 |
| Mission City | 959 | 1,019 |
| Nanaimo | 732 | 783 |
| Nelson | 978 | 974 |
| New Westminster | 7,927 | 8,465 |
| Penticton | 1,930 | 1,651 |
| Port Alberni | 506 | 662 |
| Prince George | 3,285 | 3,454 |
| Prince Rupert | 1,808 | 1,975 |
| Quesnel | 1,575 | 1,831 |
| Trail | 880 | 1,090 |
| Vancouver | 22,728 | 27,426 |
| Vernon | 1,721 | 2,105 |
| Victoria | 3,883 | 4,005 |
| Whitehorse | 538 | 664 |
| **CANADA** | **587,216** | **652,234** |
| Males | 445,744 | 502,327 |
| Females | 141,472 | 149,907 |

(1) Preliminary subject to revision.

(2) Includes 942 registrations reported by the Magdalen Islands local office.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

### TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

| End of: | Total | Employed | Claimants |
|---|---|---|---|
| 1964—February | 4,335,000 | 3,727,900 | 607,100 |
| January | 4,337,000 | 3,738,400 | 598,600 |
| 1963—December | 4,331,000 | 3,798,700 | 532,300 |
| November | 4,191,000 | 3,887,600 | 303,400 |
| October | 4,120,000 | 3,901,100 | 218,900 |
| September | 4,114,000 | 3,927,700 | 186,300 |
| August | 4,125,000 | 3,932,500 | 192,500 |
| July | 4,078,000 | 3,859,000 | 219,000 |
| June | 4,068,000 | 3,847,700 | 220,300 |
| May | 3,996,000 | 3,725,100 | 270,900 |
| April | 4,173,000 | 3,607,100 | 565,900 |
| March | 4,242,000 | 3,556,700 | 685,300 |
| February | 4,264,000 | 3,543,500 | 720,500 |

## TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, MARCH 31, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

| Province and sex | Total claimants | Number of weeks on claim (based on 20 per cent sample) | | | | Total claimants | |
|---|---|---|---|---|---|---|---|
| | | 1–4 | 5–13 | 14–26 | 27 or more* | Feb. 28 1964 | Mar. 29, 1963 |
| CANADA | 597,250 | 165,325 | 231,152 | 168,791 | 31,982 | 607,144 | 685,292 |
| Male | 467,631 | 132,726 | 182,900 | 133,054 | 18,951 | 473,781 | 548,207 |
| Female | 129,619 | 32,599 | 48,252 | 35,737 | 13,031 | 133,363 | 137,085 |
| Nfld. | 33,108 | 5,595 | 12,136 | 14,726 | 651 | 37,058 | 35,771 |
| Male | 30,893 | 5,194 | 11,276 | 13,942 | 481 | 34,545 | 34,112 |
| Female | 2,215 | 401 | 860 | 784 | 170 | 2,513 | 1,659 |
| Prince Edward Island | 6,640 | 629 | 2,693 | 3,198 | 120 | 7,105 | 7,046 |
| Male | 5,620 | 535 | 2,313 | 2,692 | 80 | 5,941 | 6,024 |
| Female | 1,020 | 94 | 380 | 506 | 40 | 1,164 | 1,022 |
| Nova Scotia | 40,324 | 9,884 | 17,043 | 11,753 | 1,644 | 37,611 | 40,059 |
| Male | 34,923 | 8,939 | 15,060 | 9,820 | 1,104 | 32,148 | 34,283 |
| Female | 5,401 | 945 | 1,983 | 1,933 | 540 | 5,463 | 5,776 |
| New Brunswick | 36,551 | 8,007 | 15,043 | 12,075 | 1,426 | 36,990 | 38,780 |
| Male | 30,384 | 7,048 | 12,934 | 9,543 | 859 | 30,301 | 32,674 |
| Female | 6,167 | 959 | 2,109 | 2,532 | 567 | 6,689 | 6,106 |
| Quebec | 187,461 | 53,783 | 74,809 | 47,796 | 11,073 | 186,445 | 215,779 |
| Male | 153,994 | 45,730 | 63,275 | 38,189 | 6,800 | 151,747 | 179,905 |
| Female | 33,467 | 8,053 | 11,534 | 9,607 | 4,273 | 34,698 | 35,874 |
| Ontario | 160,973 | 48,144 | 59,817 | 42,733 | 10,279 | 165,567 | 193,995 |
| Male | 113,417 | 34,651 | 42,249 | 30,777 | 5,740 | 117,309 | 143,492 |
| Female | 47,556 | 13,493 | 17,568 | 11,956 | 4,539 | 48,258 | 50,503 |
| Manitoba | 25,595 | 7,609 | 10,452 | 6,658 | 876 | 26,859 | 32,130 |
| Male | 19,272 | 5,907 | 7,743 | 5,078 | 544 | 20,398 | 24,719 |
| Female | 6,323 | 1,702 | 2,709 | 1,580 | 332 | 6,461 | 7,411 |
| Saskatchewan | 19,796 | 4,494 | 7,842 | 6,685 | 775 | 20,361 | 23,934 |
| Male | 16,092 | 3,310 | 6,443 | 5,850 | 489 | 16,353 | 19,332 |
| Female | 3,704 | 1,184 | 1,399 | 835 | 286 | 4,008 | 4,602 |
| Alberta | 33,344 | 10,742 | 12,349 | 8,536 | 1,717 | 33,122 | 35,593 |
| Male | 26,049 | 9,010 | 9,238 | 6,799 | 1,002 | 25,886 | 29,923 |
| Female | 7,295 | 1,732 | 3,111 | 1,737 | 715 | 7,236 | 5,670 |
| British Columbia | 53,458 | 16,438 | 18,968 | 14,631 | 3,421 | 56,026 | 62,205 |
| Male | 36,987 | 12,402 | 12,369 | 10,364 | 1,852 | 39,153 | 43,743 |
| Female | 16,471 | 4,036 | 6,599 | 4,267 | 1,569 | 16,873 | 18,462 |

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, MARCH, 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

| Province | Claims filed at Local Offices | | | Disposal of Claims and Claims Pending at End of Month | | | |
|---|---|---|---|---|---|---|---|
| | Total* | Initial | Renewal | Total Disposed of† | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland | 5,402 | 4,629 | 773 | 5,270 | 4,655 | 615 | 2,039 |
| Prince Edward Island | 996 | 848 | 148 | 990 | 880 | 110 | 361 |
| Nova Scotia | 10,576 | 8,497 | 2,079 | 6,969 | 6,105 | 864 | 5,602 |
| New Brunswick | 9,257 | 7,300 | 1,957 | 8,567 | 7,535 | 1,032 | 3,270 |
| Quebec | 60,810 | 44,010 | 16,800 | 61,010 | 51,975 | 9,035 | 21,248 |
| Ontario | 54,561 | 38,240 | 16,321 | 53,226 | 44,036 | 9,190 | 19,506 |
| Manitoba | 7,646 | 6,003 | 1,643 | 8,133 | 6,989 | 1,144 | 1,590 |
| Saskatchewan | 4,823 | 3,922 | 901 | 4,468 | 3,814 | 654 | 1,872 |
| Alberta | 10,473 | 7,735 | 2,738 | 9,793 | 8,054 | 1,739 | 3,907 |
| British Columbia (incl. Yukon Territory) | 17,747 | 11,502 | 6,245 | 16,377 | 13,515 | 2,862 | 5,952 |
| Total, Canada, March 1964 | 182,291 | 132,686 | 49,605 | 174,803 | 147,558 | 27,245 | 65,347 |
| Total, Canada, February 1964 | 171,591 | 129,237 | 42,354 | 183,784 | 149,699 | 34,085 | 57,859 |
| Total, Canada, March 1963 | 195,918 | 143,626 | 52,292 | 193,232 | 165,428 | 27,804 | 61,090 |

* In addition, revised claims received numbered 41,138.

† In addition, 42,360 revised claims were disposed of. Of these, 4,085 were special requests not granted and 2,969 appeals by claimants. There were 10,386 revised claims pending at the end of the month.

## TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MARCH 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

| Province | Weeks Paid* | Amount of Benefit Paid $ |
|---|---|---|
| Newfoundland | 155,069 | 3,788,111 |
| Prince Edward Island | 28,936 | 652,675 |
| Nova Scotia | 135,489 | 3,110,284 |
| New Brunswick | 127,599 | 2,883,334 |
| Quebec | 676,042 | 17,134,482 |
| Ontario | 560,977 | 14,146,734 |
| Manitoba | 91,308 | 2,264,976 |
| Saskatchewan | 72,549 | 1,818,907 |
| Alberta | 109,429 | 2,798,903 |
| British Columbia (including Yukon Territory) | 193,654 | 4,952,192 |
| Total, Canada, March 1964 | 2,151,052 | 53,550,598 |
| Total, Canada, February 1964 | 2,013,817 | 50,127,417 |
| Total, Canada, March 1963 | 2,476,641 | 61,287,118 |

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

## TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

| — | Total | Food | Housing | Clothing | Transportation | Health and Personal Care | Recreation and Reading | Tobacco and Alcohol |
|---|---|---|---|---|---|---|---|---|
| 1959—Year | 126.5 | 121.1 | 131.4 | 109.9 | 138.4 | 150.2 | 141.7 | 114.0 |
| 1960—Year | 128.0 | 122.2 | 132.7 | 110.9 | 140.3 | 154.5 | 144.3 | 115.8 |
| 1961—Year | 129.2 | 124.0 | 133.2 | 112.5 | 140.6 | 155.3 | 146.1 | 116.3 |
| 1962—Year | 130.7 | 126.2 | 134.8 | 113.5 | 140.4 | 158.3 | 147.3 | 117.8 |
| 1963—Year | 133.0 | 130.3 | 136.2 | 116.3 | 140.4 | 162.4 | 149.3 | 118.1 |
| 1963—May | 132.3 | 128.3 | 136.0 | 115.6 | 140.6 | 162.6 | 148.8 | 117.8 |
| June | 132.8 | 129.7 | 136.0 | 116.0 | 140.3 | 162.7 | 149.3 | 117.8 |
| July | 133.5 | 132.5 | 135.9 | 115.7 | 140.7 | 162.6 | 148.8 | 118.2 |
| August | 133.9 | 133.2 | 136.3 | 115.9 | 141.0 | 162.8 | 148.8 | 118.1 |
| September | 133.4 | 131.3 | 136.5 | 116.1 | 141.1 | 162.7 | 149.1 | 118.1 |
| October | 133.6 | 130.4 | 136.6 | 118.3 | 141.2 | 163.8 | 150.5 | 118.1 |
| November | 134.0 | 130.8 | 136.9 | 118.7 | 141.2 | 164.8 | 151.0 | 118.5 |
| December | 134.2 | 131.4 | 137.0 | 118.9 | 140.6 | 165.4 | 151.4 | 118.5 |
| 1964—January | 134.2 | 131.4 | 137.3 | 117.7 | 141.1 | 165.4 | 152.1 | 118.5 |
| February | 134.5 | 131.3 | 137.3 | 117.8 | 142.6 | 165.4 | 152.3 | 119.4 |
| March | 134.6 | 131.3 | 137.5 | 118.6 | 143.0 | 165.4 | 152.3 | 119.4 |
| April | 135.0 | 131.8 | 137.8 | 119.1 | 142.8 | 166.5 | 151.0 | 119.5 |
| May | 135.0 | 131.2 | 138.3 | 118.7 | 142.4 | 167.3 | 151.5 | 120.2 |

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

## TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1964

(1949=100)

| — | All Items | | | Food | Housing | Clothing | Transportation | Health and Personal Care | Recreation and Reading | Tobacco and Alcohol |
|---|---|---|---|---|---|---|---|---|---|---|
| | April 1963 | March 1964 | April 1964 | | | | | | | |
| (1)St. John's, Nfld. | 119.5 | 120.4 | 120.3 | 116.9 | 115.8 | 113.8 | 121.7 | 164.1 | 148.5 | 101.6 |
| Halifax | 131.2 | 131.6 | 131.8 | 125.6 | 133.5 | 128.6 | 137.4 | 167.4 | 168.4 | 124.5 |
| Saint John | 133.2 | 134.3 | 134.3 | 131.5 | 132.6 | 126.4 | 142.4 | 186.7 | 153.1 | 124.5 |
| Montreal | 132.2 | 134.5 | 134.7 | 137.5 | 135.2 | 111.3 | 159.9 | 173.7 | 150.3 | 122.3 |
| Ottawa | 133.4 | 135.5 | 135.9 | 133.3 | 137.4 | 123.7 | 158.4 | 171.0 | 147.5 | 125.3 |
| Toronto | 133.6 | 136.4 | 136.6 | 129.9 | 140.4 | 124.9 | 141.4 | 163.7 | 187.7 | 123.3 |
| Winnipeg | 129.3 | 131.7 | 132.0 | 130.1 | 128.8 | 125.5 | 136.1 | 180.3 | 139.8 | 127.2 |
| Saskatoon-Regina | 128.0 | 128.9 | 129.3 | 128.1 | 127.3 | 131.5 | 135.6 | 147.5 | 146.5 | 119.9 |
| Edmonton-Calgary | 127.4 | 127.8 | 128.0 | 123.6 | 126.6 | 127.8 | 130.0 | 169.9 | 144.9 | 119.8 |
| Vancouver | 131.8 | 132.1 | 132.6 | 130.9 | 135.2 | 121.6 | 139.2 | 154.8 | 150.8 | 121.7 |

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540.

### TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

| Month or Year | Strikes and Lockouts Beginning During Month or Year | Strikes and Lockouts in Existence During Month or Year | | | |
|---|---|---|---|---|---|
| | | Strikes and Lockouts | Workers Involved | Duration in Man-Days | |
| | | | | Man-Days | Per Cent of Estimated Working Time |
| 1959 | 201 | 216 | 95,120 | 2,226,890 | 0.19 |
| 1960 | 268 | 274 | 49,408 | 738,700 | 0.06 |
| 1961 | 272 | 287 | 97,959 | 1,335,080 | 0.11 |
| 1962 | 290 | 311 | 74,332 | 1,417,900 | 0.11 |
| 1963 | 318 | 332 | 83,428 | 917,140 | 0.07 |
| 1963—April | 27 | 43 | 8,547 | 47,050 | 0.05 |
| May | 31 | 47 | 6,361 | 30,020 | 0.03 |
| June | 43 | 65 | 7,442 | 78,420 | 0.07 |
| July | 32 | 66 | 17,647 | 181,910 | 0.15 |
| August | 31 | 58 | 11,882 | 75,130 | 0.07 |
| September | 31 | 64 | 9,643 | 87,760 | 0.08 |
| October | 51 | 83 | 26,625 | 143,980 | 0.12 |
| November | 11 | 42 | 5,761 | 46,560 | 0.04 |
| December | 11 | 29 | 4,218 | 35,770 | 0.03 |
| *1964—January | 13 | 29 | 1,756 | 21,730 | 0.02 |
| February | 24 | 46 | 7,957 | 82,410 | 0.08 |
| March | 24 | 50 | 7,142 | 92,450 | 0.08 |
| April | 17 | 41 | 8,617 | 88,900 | 0.08 |

*Preliminary.

### TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1964, BY INDUSTRY

(Preliminary)

| Industry | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|
| Forestry | ... | ... | ... |
| Mines | 4 | 595 | 4,310 |
| Manufacturing | 19 | 3,992 | 59,800 |
| Construction | 11 | 1,939 | 14,210 |
| Transpn. & utilities | 2 | 423 | 2,120 |
| Trade | 3 | 14 | 270 |
| Finance | ... | ... | ... |
| Service | 1 | 89 | 360 |
| Public administration | 1 | 1,565 | 7,830 |
| All industries | 41 | 8,617 | 88,900 |

### TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1964, BY JURISDICTION

(Preliminary)

| Jurisdiction | Strikes and Lockouts | Workers Involved | Man-Days |
|---|---|---|---|
| Newfoundland | 1 | 30 | 150 |
| Prince Edward Island | ... | ... | ... |
| Nova Scotia | 1 | 47 | 140 |
| New Brunswick | 1 | 127 | 2,790 |
| Quebec | 8 | 1,270 | 12,770 |
| Ontario | 19 | 2,662 | 22,500 |
| Manitoba | 1 | 156 | 700 |
| Saskatchewan | ... | ... | ... |
| Alberta | 1 | 46 | 1,100 |
| British Columbia | 7 | 3,666 | 46,230 |
| Federal | 2 | 613 | 2,520 |
| All jurisdictions | 41 | 8,617 | 88,900 |

## TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1964

(Preliminary)

| Industry — Employer — Location | Union | Workers Involved | Duration in Man-Days | | Starting Date — Termination Date | Major Issues ~ Result |
|---|---|---|---|---|---|---|
| | | | April | Accumulated | | |
| MINES | | | | | | |
| *Metal* | | | | | | |
| Manitou Barvue Mines, Val d'Or, Que. | Steelworkers Loc. 4653 (AFL-CIO/CLC) | 300 | 3,000 | 11,700 | Feb. 20<br>Apr. 15 | Wages, hours, holidays, welfare benefits, vacations~21¢ an hr. increase spread over the life of the contract, retroactive bonus of $50.; voluntary check-off, improved vacations, and working conditions. |
| Rio Algom Milliken Mine, Elliot Lake, Ont. | Steelworkers Loc. 5615 (AFL-CIO/CLC) | 220 | 550 | 550 | Apr. 21<br>Apr. 22 | Calculation of severance pay ~Severance pay to be $6. a mo. for each month worked. |
| MANUFACTURING | | | | | | |
| *Clothing* | | | | | | |
| Fashion Craft, Victoriaville, Que. | Clothing Workers' Federation (CNTU) | 266 | 5,850 | 6,210 | Mar. 30<br>..... | Lay-off of one employee~ |
| *Wood* | | | | | | |
| Weyerhaeuser Canada, Sault Ste. Marie, Ont. | Woodworkers Loc. 2-1000 (AFL-CIO/CLC) | 390 | 390 | 8,970 | Feb. 28<br>Apr. 2 | Wages, group insurance, pension plan~14¢ an hr. increase for labourers, 11¢ an hr. for all other classifications, improved group insurance. |
| Geo. Burchill & Sons, South Nelson, N.B. | Woodworkers Loc. 2-306 (AFL-CIO/CLC) | 127 | 2,790 | 3,810 | Mar. 19<br>..... | Union shop, dues check-off, promotional and lay-off policy~ |
| *Primary Metals* | | | | | | |
| Algoma Steel, Sault Ste. Marie, Ont. | Steelworkers Loc. 2251 (AFL-CIO/CLC) | 138 | 280 | 280 | Apr. 19<br>Apr. 21 | Change in working schedules ~Return of workers pending further discussions. |
| *Metal Fabricating* | | | | | | |
| American Standard Products, Toronto, Ont. | Potters Loc. 231 (AFL-CIO/CLC) | 177 | 3,890 | 13,310 | Jan. 16<br>..... | Production standards, wages, fringe benefits~ |
| *Transportation Equipment* | | | | | | |
| Victoria Machinery Depot and Yarrows Ltd. Victoria, B.C. | Boilermakers Loc. 191 (AFL-CIO/CLC) and various other unions | 1,555<br>(46) | 27,990 | 88,550 | Feb. 5<br>Apr. 27 | Wages, fringe benefits~40¢ an hr. increase over 3 years in the ratio of 15¢, 10¢, and 15¢ retroactive to Oct. 14, 1963; 3 weeks vacation after 10 years, other improvements. |
| Burrard Dry Dock, North Vancouver, B.C. | Various unions | 487<br>(87) | 9,400 | 28,450 | Feb. 6<br>..... | Wages, holidays, duration of contract~ |
| *Electrical Products* | | | | | | |
| Smith and Stone, Georgetown, Ont. | District 50 Loc. 14161 (Ind.) | 542 | 4,880 | 4,880 | Apr. 12<br>..... | Wages~ |
| CONSTRUCTION | | | | | | |
| Metropolitan Toronto Sewer and Watermain Contractors' Assoc., Toronto, Ont. | Various unions | 728 | 9,750 | 21,350 | Mar. 9<br>Apr. 27 | Wages~Most workers received an increase of 15¢ an hr. Apr. 20, 1964, 10¢ Feb. 1, 1965, 10¢ an hr. Feb. 1, 1966; other improved benefits. |
| Grand Rapids Constructors, Grand Rapids, Man. | Various unions | 156 | 700 | 2,260 | Mar. 17<br>Apr. 9 | Wages~15¢ an hr. increase, 4% guaranteed vacation pay, retroactive to Mar. 1, 1964. |
| Various construction contractors, Kirkland Lake, Ont. | Various unions | 350 | 530 | 530 | Apr. 6<br>Apr. 7 | Drinking water supply on project~Return of workers when dispute settled. |
| Dravo of Canada, Pointe Noire, Que. | Unorganized | 490 | 980 | 980 | Apr. 8<br>Apr. 10 | Union recognition~Return of workers, representation vote to be taken. |

## TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1964

(Preliminary)

| Industry — Employer — Location | Union | Workers Involved | Duration in Man-Days | | Starting Date — Termination Date | Major Issues ~ Result |
|---|---|---|---|---|---|---|
| | | | April | Accumulated | | |
| TRANSPN. & UTILITIES<br>*Transportation*<br>Nfld. Employers' Assoc., St. John's, Nfld. | Longshoremen's Protective Union (Ind.) | 393 | 1,970 | 1,970 | Apr. 24<br>..... | Mechanization, number of workers in gangs, sling loads, moving workers from one job to another~ |
| PUBLIC ADMINISTRATION<br>*Local Administration*<br>City of Vancouver, Vancouver, B.C. | Civic Employees' Union Outside Workers (Ind.) | 1,565 | 7,830 | 7,830 | Apr. 24<br>..... | Wages~ |

Figures in parentheses indicate the number of workers indirectly affected.

## Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.